

Master of Labour Welfare (MLW)

Semester-3

PAPER – 501

Organizational Behaviour -1

Objectives: For students aspiring to work in different types of organisations, it is important to understand human behavior in organization, as well as the context and emerging issues of Organisational Behaviour. It is therefore necessary to understand about individual personality, emotions, perception etc. Another important aspect to be studied is the leadership style and its significance.

Learning outcomes:

At the end of the course, students should be able to understand the basic organizational behavioural processes, the behavioral aspects and sharpen their skills so as to enable them to act as change agents striving for organizational effectiveness and change.

Module-1: Introduction to O.B

- 1.1 Organizational behaviour, past, present and challenges.
- 1.2 Emerging issues on O.B
- 1.3 Diversity and ethics
- 1.4 O.B A frame work

Module-2 Personality

- 2.1 Personality, emotions and job satisfaction.
- 2.2 Personality, self concept
- 2.3 Emotions, emotions and dimensions.
- 2.4 Job satisfaction.

Module - 3 Perception and decision making

- 3.1 Nature and importance of perception.
- 3.2 Social perception, person perception.
- 3.3 The nature of decision making and factors affecting it
- 3.4 Individual and group decision making process

Module - 4 Leadership.

- 4.1 The meaning and nature of leadership
- 4.2 Theories of leadership
- 4.3 Styles of leadership
- 4.4 Importance of leadership.

Texts: (1) Fred Luthans, Organizational Behaviour Mc Graw Hill International edition (12th) 2011.

(2) Robbins Stephen P, Timothy Judge and Seema Sanghi, Organizational Behaviour (2010) Pearson.

Additional Readings:

1. Udai Pareek, Understanding Organisational Behaviour, Oxford, 2007
2. Arun Kumar, N Meenakshi, Organisational Behaviour –A Modern approach, Himalaya Publication, 2012.
3. Margie Parikh, Rajen Gupta, Organisation Behaviour, McGraw Hill, 2012

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Organizational Development

Paper-502

Objectives:

The objectives of this course are to make students understand the process of increasing effectiveness of individuals, teams, and the organization as a whole.

Learning outcomes:

At the end of this course students should be able to manage organizational change by using different Organizational Development interventions. They should be able to manage the culture of the organization in such a way that organizational goals are effectively obtained.

Module-1 Introduction to Organizational Development.

- 1.1 Types of Organizational structure.
- 1.2 Definition of Organizational Development
- 1.3 Values, assumptions, and beliefs in Organizational Development.
- 1.4 Scope of Organizational Development.

Module-2 OD Interventions.

- 2.1 Organization and environment.
- 2.2 Overview of O.D Interventions
- 2.3 Team Interventions
- 2.4 Comprehensive OD Interventions.

Module-3 Managing Change

- 3.1 Reasons for change.
- 3.2 Types and Process of change.
- 3.3 Implementing change.
- 3.4 Approaches to change.

Module-4 Organization Culture.

- 4.1 Defining Organization culture.
- 4.2 Functions of Organization culture.
- 4.3 Scope of Organization culture
- 4.4 Types of organization culture
- 4.5 Conditions and suggestions for culture change.

Text: 1.Organizational Development, Wendell L French and Cecil H Bell, Prentice Hall of India. New Delhi.(LATEST Ed.)

References:

1. Change Management, V. Nilkanth and S. Ramnarayana, Response books, Division of Sage Publication, New Delhi,2007
2. Understanding Organizations, Madhukar Shukla,Prentice Hall of India,2002.
3. Understanding the Theory and Design of Organization, Richard L Daft, Vanderbilt University, Thomson 2007.
4. Richard Hall, Organisations- Structure, processes and outcomes,PHI,2002

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Paper -503

Industrial Organization and Finance

Objectives:

1. To study Industrial growth and market structure in India.
2. To study Industrial Policies in pre independence and post independence period.
3. To study economic concentration and pollution control.

Learning outcomes:

This course provides an insight in to the economics of Industry in analytical manner in Indian context and imparts knowledge about basic issues like Industrial growth, structure and location. At the end of the course students should be able to understand implications of industrial policies and factors affecting location and finance on growth of industrialization.

Module-1 Introduction.

- 1.1 Concept of Industrial Economics, its scope.
- 1.2 Concepts of firm, plant, industry and market.
- 1.3 Organization of firm, plant, industry and market.
- 1.4 Growth and alternative theories of Firm.

Module-2 Market structure.

- 2.1 Sellers' concentration, entry conditions
- 2.2 Economies of scale, market structure and profitability
- 2.3 Significance of Location and forces influencing Location
- 2.4 Theories of location
- 2.5 Location problems in Indian Industry.

Module 3 Industrial Policies.

- 3.1 Industrial Policies – Pre and post Liberalization
- 3.2 Growth of Public sector – Private sector
- 3.3 Industrial sickness.

Module-4 Industrial Finance.

- 4.1 Role, Nature and types of Industrial Finance.
- 4.2 Agencies providing industrial Finance.
- 4.3 Functions of Institutions providing industrial finance.

Texts:

1. S. S. M. Desai & Nirmal Bhalerao (1999) Himalaya Publishing House, Mumbai
2. Kuchhal, S. C. (1980) Industrial Economy of India (15th Edition), Chaitanya

Suggested Readings:

1. Barthwal, R.R. (1998), Industrial Economics, New Age International P. Ltd. New Delhi.
2. Cherunilam, F. (1994), Industrial Economics, Indian Perspective (3rd Edition), Himalaya Publishing House, Mumbai.
3. Desai, B. (1999) Industrial Economy in India (3rd Edition), Himalaya Publishing House, Mumbai.
5. Hay, D. & D. J. Morries (1979) Industrial Economics: Theory & Evidence, Oxford University Press, New Delhi.
6. Kapila Uma (Ed.) (2002) Indian Economy since Independence, Academics Foundation, New Delhi.

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Paper-504

Research Methodology

Objectives:

- 1) To train the students to use the techniques of statistical analysis.
- 2) To apply it to understand and analyse the economic phenomena.
- 3) To help the future managers in decision-making process.

Learning outcomes:

Students should be able to deal with simple statistical tools and techniques which will help in data collection, presentation, analysis and drawing inferences about various statistical hypotheses.

Module-1 Introduction, Central Tendency & Dispersion

- 1.1 Techniques & data collection- Sampling V/s Population
- 1.2 Statistical Inquiries
- 1.3 Measures of central tendency-mean, mode, geometric mean and harmonic mean
- 1.4 Advantages disadvantages and uses of mean
- 1.5 Measures of dispersion; Ranges, Mean deviation, Quartile deviation, standard deviation, coefficient of variation.

Module-2 Correlation and Regression

- 2.1 Correlation; Simple co-efficient of correlation-Scatter diagram, Karl Pearson, Concurrent deviation and rank correlation.
- 2.2 Regression analysis, estimation of regression line in bi-variate distribution-least square method.

Module-3 Sampling & Sampling distribution

- 3.1 Basic Concepts of sampling, Random and non-random sampling
- 3.2 Brief idea of sampling distribution
- 3.3 Formulation of statistical hypothesis-null and alternative; level of significance.
- 3.4 Hypothesis testing based on X^2 (chi-square) and type1 and type2 errors

Module-4 Index No.s, Diagrammatic Representation of Data, Labour Statistics

- 4.1 Concepts of price relative, quantity relative Laspeyers and Fishers index nos.
- 4.2 Family Budget inquiry method.
- 4.3 Cost of living index number and its construction.
- 4.4 Graphic & diagrammatic representation of data
- 4.5 Measures of absenteeism, labour turnover and unemployment

Texts:

- (1) Gupta S C (1993) Fundamentals of Applied statistics, S.Chand and sons ,New Delhi
- (2) Nagar A L and Das, R.K (1997) Basic statistics, 2nd Ed, Oxford University Press, New Delhi.

References:

1. Research methodology (methods and techniques) Second revised edition, C.R.Kothari, New age International (p) ltd.
- 2.An introduction to Research methods and statistical analysis in sociology, Prof.A.G.Shah and J.K.Dave, Anada Prakashan

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MLW 505 PR

Minor research project.

Every student will be required to undertake a minor project during summer internship training with industries. They should be able to formulate the simple research proposal and write their project report on the basis of empirical study carried out by them on any relevant topic of their choice concerned with their theory subjects.

They have to do minor research project pertaining to their selected subject under the guidance of an executive of industries where they undertake summer training and in consultation with concerned guide.

Guidelines for minor research project:

1. For Minor Research Project, students have to interrelate their theoretical studies to Industrial environment.
3. Students are required to submit their research proposal to their respective guides of about 2-3 pages.

Research proposal will contain:

1. Subject selection.
2. Objectives of the study
3. Research methods
4. Conclusion

Final Project Report:

1. Introduction
 - a. Title page
 - b. Certificate
 - c. Acknowledgement
 - d. Index/contents
2. Introduction of topic
3. Detailed study
4. Analysis
5. Findings/Conclusion
6. Suggestions

Criteria for examination:

- Clarity about subject
- Focus & Conclusion
- Presentation /Innovativeness
- Learning derived

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MLW 506 PT

Summer Internship Training

The students must undergo internship training with industrial organization for minimum 8 weeks up to maximum 10 weeks in 3rd semester of the course during June-August. It is desirable that the students work individually for this internship training. They are required to work under the guidance and supervision of an executive of the industry/unit concerned and are required to study the following:

- (1) Brief history, Aims & objectives of the organisation,
- (2) Administrative set up.
- (3) Production Process
- (4) Conditions of work
- (5) Job descriptions of various occupations
- (6) Wage structure
- (7) Organization and working of the personnel/HR department
- (8) Industrial Relations climate- Union-management relations
- (9) Communication Process and Mechanisms
- (10) Grievance Machinery
- (11) Social Security-Welfare measures and their administration
- (12) Employee Development Functions

The students will be required to make presentation on their summer training.

Evaluation Parameters for Summer Training:

Students will be evaluated on the basis of the following parameters:

1. Attendance/regularity
2. Presentation
3. Report submission