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Proposed curriculum for the Semester System (2010)

Semester-1

MLW401

Labour Legislation-1

All the five modules will carry equal weightage.

OBJECTIVES:-

1. To study constitutional provisions regarding labour.
2. To study labour legislations pertaining to Industrial Relations.

Learning outcomes

After going through various labour laws, students will be conversant regarding conflict management in legal perspective and judicial system pertaining to labour management relations.

Module-1-Indian constitution and Labour Legislation.

- 1.1 Constitutional goals for Labour Legislations.
- 1.2 History of Labour Legislations.
- 1.3 Constitutional protection to civil servants.
- 1.4 Constitutional Remedies.

Module-2-Industrial Relations Legislation-1

- 2.1 Machinery for prevention and settlement of Industrial Disputes under I.D Act 1947.
- 2.2 Provisions pertaining to termination under ID Act 1947.
- 2.3 Provisions pertaining to strikes and lock out
- 2.4 Provisions pertaining to closure.

Module-3-Industrial Relation Legislation-2

- 3.1 Industrial Employment (standing orders) Act, 1946.
- 3.2 Contract Labour (Regulation & Prohibition) Act, 1970.

Module-4

4.1 Law relating to Trade Unions in India.

Module-5

Case law on Industrial Dispute Act 1947, Trade Union Act , I.E.(standing orders) Act, Contract Labour Act.

Texts:

Labour and Industrial Laws, P.K.PADHI, Prentice Hall of India, New Delhi, 2007

References:

1. Malik, P.L., (2001) Industrial Law, Vol. 1 & 2, Easter Book Company.
2. Malhotra, The Law of Industrial Disputes, (1988)
3. Misra S.N., Labour and Industrial Laws (1997), Central Law Publications, Allahabad.

MLW402

Labour Economics

All the five modules will carry equal weightage.

OBJECTIVES:

- 1) To understand evolution of wage labour and its condition of service.
- 2) To study labour markets and its characteristics.
- 3) To understand the methods of wage fixation.

Learning outcomes

To help students get an economic perspective of labour and make them well versed with the behaviour of labour market.

Module-1-Economics of Labour

- 1.1 Origin and growth Labour Economics
- 1.2 Importance of Labour Economics
- 1.3 Meaning, content and dimensions of Labour economics.

Module-2-Labour Markets

- 2.1 Nature and characteristics of Labour market in developing countries
- 2.2 Mobility and productivity of Labour.
- 2.3 State policies with respect to Labour and Labour markets in India.
- 2.4 Labour Markets reforms post liberalization period in India.
(Exit policy, flexibility, redundancy)
- 2.5 Globalization, Trade Union response and Labour market in India.
- 2.6 Rationalization.

Module-3 Employment.

- 3.1 Poverty and Unemployment.
- 3.2 Employment and development
- 3.3 Unemployment-Concepts, types and Measurement.
- 3.4 Technological change and employment in organized and unorganized sector.
- 3.5 Educated Unemployment.
- 3.6 Employment policy in five year plans.

Module-4-Wage determination.

- 4.1 Theories of wage determination.
- 4.2 Concept of minimum wage, fair wage and living wage.
- 4.3 Wage differential.
- 4.4 Productivity and wages.
- 4.5 Inflation-wage relationship.
- 4.6 National wage policy in India,.

Module-5- Trade Union and Labour.

- 5.1 Trade Unions as Economic Institutions
- 5.2 Trade Union /goal and outcomes-the wage employment trade off.
- 5.3 Union bargaining and strikes
- 5.4 Union and economic performance, productivity, growth and profitability
- 5.5 Globalization,Trade Union response and Labour market in India.

Texts

- 1 Singh, Jwitesh Kumar (1998) Labour Economics-Principles, Problems and Practices - Deep & Deep publications Pvt. Ltd., New Delhi.
- 2 Dr. T. N. Bhagoliwal (2002) Economics of Labour and Industrial Relations, Sahitya Bhavan Publications, Agra.

References:

1. Purohit Y. S. (1989) Industrialising Economy and Labour Market in India, Mittal Publication,New Delhi
2. Mc Connell, C. R. &S. L. Brue (1986) Contemporary Labour Economics, Mc Grow- Hill, New York.
3. Papola, T. S., P. P. Ghose and A. N. Sharma (Ed.) (1993) Labour Employment and Industrial Relations In India, B. R. Publishing Corp., New Delhi.
4. Verma, Pramod-(1987) Labour Economics and Industrial Relations- Tata Mc Graw Hill Publishing Co. Ltd., New Delhi.
5. Agrawal, Meenu (2008), Economic reforms, unemployment and poverty,
6. New century publications, New Delhi .
7. K.K.Bagini,N.Gope , (2008),State, labour and Development, Abhijeet publication,
8. Mavi Anupreet kaur, 2007, Educated Unemployed ,Deep & Deep Publication

MLW403

Social & Industrial Psychology

All the five modules will carry equal weightage.

OBJECTIVES:-

1. To study principles and elements of psychology in the sub-field of social and industrial psychology.
2. To understand human behaviour of people working in the industry.

Learning outcomes

This paper will give exposure and knowledge of various tools and aspects of industrial psychology to deal with human behaviour in organization.

Module: 1 Social Psychology

- 1.1 Definition, Aim, Scope & Method of Social Psychology
- 1.2 Elements of Social Psychology
- 1.3 Stereotypes myths & ideologies, customs, traditions, rumours, propaganda, public opinion
- 1.4 Group dynamics

Module: 2 Industrial Psychology

- 2.1 Definition & meaning of industrial psychology
- 2.2 Significance & aims of industrial psychology
- 2.3 Scope & benefits of industrial Psychology
- 2.4 Problems & limitations of Industrial psychology

Module: 3 Selection & Training

- 3.1 Selection tests
- 3.2 Tests for selection of supervisors and managers
- 3.3 Training & Law of acquisition of skills
- 3.4 Training need analysis

Module: 4 Human Engineering

- 4.1 Concepts & application of Human engineering
- 4.2 Industrial fatigue, monotony & boredom-Causes, effects & remedies
- 4.3 Psychological conditions of accidents
- 4.4 Accident proneness & remedies

Module: 5 Morale & Health

- 5.1 Concepts & determinants
- 5.2 Maladjustment & Indiscipline
- 5.3 Health Risk & Human Relations
- 5.4 Labour welfare aspects of industrial psychology

Text Books:

1. Ghosh, P.K & M.B.Ghorpade, Industrial Psychology, Himalaya Publishing House
2. Industrial Psychology, B.Von. Haller Gilmer, Mc Graw-Hill Company.

References:

1. Industrial performance by Ashok pratap singh & Patiraj kumari ,Global vision publishing house 2007
2. Advanced Industrial Psychology by Ramnath sharma & S.S.Chandra
3. Elements of Social psychology 7th edition (revised edition) by B.Kuppuswamy, Atlantic Publishers-2004.
4. Individual in society Mc Graw Hill by Devid krech Richard & c ratchfield & gerton I.Ballachey.

MLW404**Labour Movement**

All the five modules will carry equal weightage.

OBJECTIVES:

- 1) To understand the organised activities of wage earners.
- 2) To study the history of labour movement.
- 3) To study the wage earners struggle against exploitation and inhuman working conditions.

Learning outcomes:

This course should help to reexamine the functions of trade union and their role in the context of technological changes, management values and globalization as in order to understand the present it is necessary to understand the past.

Module 1 Industrial Sociology:

- 1.1 Industrial dimension of society, Division of Labour, migratory character of labour.
- 1.2 Growth of industrial cities and social and environment issues.
- 1.3 Work and Work-process, technology and labour, work culture and work-ethics.
- 1.4 Nature and scope of industrial sociology
- 1.5 Industrialization and social change in India.

Module-2 Labour Movement-History

- 2.1 History of trade union movement in India.
- 2.2 Theories of trade unions
- 2.3 Types and structure of trade unions

Module-3 Labour Movement-Theory

- 3.1 Trade unions, their functions and role
- 3.2 Trade unions their administration and finances
- 3.3 Trade union in UK/USA/ Germany

Module 4: Indian trade unions

- 4.1 The growth of national trade unions (INTUC, AITUC, HMS, UTUC, etc.)
- 4.2 The growth of white collar unionism in India
- 4.3 Indian Trade Union, Their problems and prospects
- 4.4 The ILO and Indian trade Unions movement.

Module: 5: Indian trade unions

- 5.1 Indian trade unions: Political Affiliation
- 5.2 Trade union leadership
- 5.3 Trade union Rivalry

Text:

1. Sen Sukomal (1997) : Working class of India – History of emergence and movement 1830-1990, K. P. Bagchi and company, Calcutta.

References:

1. Karnik V. B. (1970) : Indian Trade Union – A survey, Popular Prakashan, Mumbai.
2. Mamoria C. B. and Mamoria (1992) : Dynamics of Industrial Relations in India, Himalaya Publishing House, Mumbai.
3. Ramaswamy E. A. (1997) : The Worker and Trade Union, Allied Publishers, New Delhi.
4. Punekar S. D. (1978) : Labour Welfare, Trade Unionism and Industrial Relations, Himalaya Publishing House, Bombay.
5. Mukherjee, Indrani.(1985) Industrial Workers in a Developing society, Mittal Publications, New Delhi.

MLW405 Human Resource Management-1

All the five modules will carry equal weightage.

OBJECTIVES:-

1. To study basic concept of Human Resource Management.
2. To study how to deal with talent management.
3. To understand systems, policies and functions of Human Resource Management.

Learning outcomes:

At the end of the course students will be sensitized with various aspects to deal with People Resourcing and talent management.

Module-1 Introduction

- 1.1 Concept & evolution of H.R.M
- 1.2 Meaning & Definition of H.R.M
- 1.3 Aims & goals of H.R.M
- 1.4 H.R.M & Personnel management

Module-2 H.R Systems

2.1 HR Systems- an overview

Module-3 HR Policy, Tools and Functions

3.1 H.R.M Policy

3.2 Tools of HRM

3.3 Functions of H.R.M

Module-4 People Resourcing

4.1 Human Resourcing Planning

4.2 Recruitment & Selection

4.3 Induction & Placement

4.4 Employee Mobility

Module-5 Talent Management

5.1 Definition, concept & Scope

5.2 Attraction & retention of employees.

5.3 Talent management for knowledge workers

Text Books:

1. K.Ashwathapa, (2002) HRM & Personnel Management, Tata McGraw Hill, New Dehli.
2. Pattanayak B. (2006), Human Resources Management, Prentice Hall Of India.
3. Armstrong.M (2008) ,Koganpage

References:

- 4 Arun Monnappa and Mirza Saiyadain , Personnel Management, 2nd Ed., Tata McGraw Hill,, 2002.
- 5 A. M. Sheikh, Human Resources Development and Management, , S. Chand & Co. Ltd., 2003.
- 6 Managing Human Resources – A Contemporary Text, E. A. Ramaswamy, Oxford India paper Backs, 1999.

Practical Work:

MLW 406PR Observational Visits and Institutional Visits

- (a) Visits to industrial units in the local area
- (b) Visits to social institutions working for Welfare issues
- (c) Visits to Government offices connected with implementation of Labour laws, Education of Labour etc.

During the visits, depending upon the nature of the organization, the following aspects of the organization should be studied:

- (1) Aims & objectives of the organization
- (2) Policies, Functions and Administrative set up
- (3) Production process and working conditions
- (4) Labour problems-Labour management relations
- (5) Wage structure
- (6) Welfare activities
- (7) Special contribution of the organization toward the cause of industrial harmony.

The parameters for evaluation of these visits will be:

- Attendance
- Participation
- Report submission

Semester-II

MLW407

Labour legislation: 2

All the four modules will carry equal weightage.

OBJECTIVES:-

1. To study various legal provisions regarding regional Industrial Relations.
2. To study legal provisions of working conditions and social security.

Learning outcomes

At the end of the course students will be conversant with the legal aspects of how to deal with social security measures as well as working conditions of factories.

Module 1:

- 1.1 BIR Act 1946.
- 1.2 Comparative study of I.D Act & B.I.R Act

Module: 2

- 2.1 Factories Act 1948.
- 2.2 Bombay shops and Establishments Act, 1948

Module: 3

- 3.1 Maternity Benefit Act 1952.
- 3.2 ESI Act 1948
- 3.3 Workmen Compensation Act 1923.

Module: 4

- 4.1 EPF & MP Act 1952.
- 4.2 Payment of Gratuity Act 1948.

Texts:

1. Labour and Industrial Laws, P.K.PADHI, Prentice Hall of India, New Delhi, 2007
2. Dwivedi S.K., Bombay Industrial Relations Act. 1946
3. Malik, P.L., (2001) Industrial Law, Vol. 1&2, Eastern Book Company.
4. S. C. Shrivastava (1985), Social Security and Labour Laws.
5. Raval K. C. (1999), The Bombay Shop and Establishments Act, 1948, Hemdip

MLW408 HUMAN RESOURCE DEVELOPEMENT

All the modules will carry equal weightage.

Objectives:

In today's globally competitive economy, Human resources are the chief source of advantage to any organization. The objective of this course is to acquaint the students with Concept of Human Resource Development, its nature and different HRD systems.

Learning Outcomes:

At the end of this course, Students should be able to handle HRD function in the organization in an effective way. They should be able to handle training and development function effectively.

Module-1- Human Resource Development - A conceptual frame work:

- 1.1 HRD- Introduction
- 1.2 History and features of Human Resource Development.
- 1.3 Scope and objectives of Human Resource Development.
- 1.4 Need and importance of Human Resource Development.
- 1.5 Functions of Human Resource Development.

Module: 2 Human Resource Development systems and strategies.

- 2.1 Different sub systems Human Resource Development
- 2.2 Designing HRD subsystems
- 2.3 Concept of HRD strategy.
- 2.4 HRD models.

Module-3- Training and Development.

- 3.1 Meaning and Features of Training.
- 3.2 Functions and Objectives of Training.
- 3.3 Process of Training.
- 3.4 Types and methods of Training.

Module-4- Human Resource Development for Career management.

- 4.1 Concept of Career and career management.
- 4.2 Career Planning.
- 4.3 Succession planning.
- 4.4 Career Development.

Module-5- HRD for performance enhancement.

- 5.1 Participation and Empowerment.
- 5.2 Learning Organization.
- 5.3 Quality of Work life.
- 5.4 Counseling, coaching and mentoring.
- 5.5 Strategic HRD.

TEXTS:

- 1. HRD – Concept and practices, Gupta Santosh and Sachin Gupta, Deep and Deep Publications 2008,
- 2. HRD-Theory and practice, Tapomay Deb, Ane Books India, 2006.

References:

- 1. B. P. Sahu, Human Resources Development for Industrial Workers– 2004. Mittal Publication New Delhi.
- 2.. Human Resource Development by Dr.Nagaraju Battu ,A.P.H.Publication, New Delhi 2007.

MLW409

Labour Welfare

All the modules will carry equal weightage.

OBJECTIVES

- 1) To examine the traditional concept of labour welfare in the industry
- 2) To understand the labour policy aspects in the country
- 3) To understand the conditions of labour and their welfare and social security needs in the country.

Learning Outcomes:

At th end of the course students should be able to understand a perspective of labour problems and remedial measures in the country.

Module: 1 Introduction

- 1.1 Origin and evolution of Labour Welfare-objectives of Labour Welfare need and importance of L.W
- 1.2 Classification of L.W,Work agencies of L.W,Scope of L.W
- 1.3 Concepts, philosophy and principles of labour welfare.
- 1.4 Plans and labour policy in India, Legislation and Labour Welfare in India.

Module-2 Working condition and benefits.

- 2.1 Working conditions in the factory-safety and accident prevention
- 2.2 Health and hygiene.
- 2.3 Canteen organization and management
- 2.4 Organization of credit and consumer co-operative societies-recreational and educational activities-workers education in India.
- 2.5 Functions of Labour welfare officers India.

Module: 3 Problems of Labour in India.

- 3.1 Problems of Indian labour- Industrial Housing-slums-illiteracy-indebtedness-alcoholism, absenteeism and turnover.
- 3.2 Problems of child labour
- 3.3 Problems of Women Labour
- 3.4 Problems of Unorganized labour
- 3.5 Problems of Workers education
- 3.6 Recommendations of major commissions on Labour and employment.

Module-4 Social Security .

- 4.1 Evolution, definition and objectives of Social security.
- 4.2 Essential requirement of Social security.
- 4.3 Growth of social security and social insurance in India and overview of social security in India.
- 4.4 Social securities in developing countries and I.L.O
- 4.5 Social security for unorganized sector

Texts:

1. Memoria, C. B. (1966) Labour Problem and Social Welfare in India, Kitab Mahal Allahabad
2. Punekar, S. D. (1978) Labour Welfare, Trade Unionism and Industrial Relation, Himalaya Publishing House, Bombay.

References:

3. Kohli, A. S. and Sarma S. R. (1977), Labour Welfare and Social security, Anmol Publications Pvt. Ltd., New Delhi.
4. Misra, L. (2000), Child Labour in India, Oxford University Press, New Delhi.
5. Mathur D. C. (1993), Personnel Problems and Labour Welfare, Mittal Publication. New Delhi.
6. Sharma Usha, (2006), Female Labour in India, Mittal Publication New Delhi.
7. Dayal, R. et al. – (1996) Industrial Sociology and Labour Welfare, Mittal Publication. New Delhi.

All the modules will carry equal weightage.

OBJECTIVES:

- 1) To help the student understand management information systems and HR communication programmes.
- 2) To help them familiarize with the concepts of compensation management and performance management.

Learning Outcomes:

At the end of the Course, students should have complete knowledge about the various facets of managing people and understanding of the various specialized operational areas of HRM.

Module: 1 Performance Management

- 1.1 Performance management system.
- 1.2 Difficulties in performance Mgt systems
- 1.3 The appraisal processes
- 1.4 Factors that can distort appraisal
- 1.5 Creating more effective performance mgt system.

Module: 2 HR Communication programme.

- 2.1 Introduction
- 2.2 HR Communication programme
- 2.3 The purpose and contents of an employee Handbook
- 2.4 Other vehicles of employee communication
- 2.5 Mechanism for effective upward communication
- 2.6 Barriers of effective communication.

Module: 3 Management information system(MIS)

- 3.1 Introduction
- 3.2 Benefits of a computerized HR information system
- 3.3 HR information strategy
- 3.4 Developing a computerized HR information system
- 3.5 The development programme
- 3.6 Applications and auditing of the system

Module: 4 Compensation Management

- 4.1 What is compensation Mgt.
- 4.2 Job evaluation and pay structure
- 4.3 Special cases of compensation
- 4.4 Executive compensation programmes.
- 4.5 Major phases of compensation mgt.

Texts:

1. Personnel/Human Resource Management, David A. Decenzo, Stephen P. Robbins, Prentice Hall India.
2. Armstrong. M (2008) ,Koganpage.

References:

1. Monnappa. A. (1997), Managing Human Resources, Macmillan India Ltd., New Delhi.
2. Raj Sheenu, (2002) Human Resources Mgt. Saroop & Sons, New Delhi.
3. Ahmed S. (2004) HRM & Technical Changes, Kalpaz Publication. New Delhi.
4. Organizational and Human resource management, J.C.Vohra Alfa publication 2007

MLW411 Industrial Relations

All the modules will carry equal weightage.

OBJECTIVES:-

1. To understand perspectives of Industrial Relations and various approaches.
2. To study about Industrial Relation institutions and systems.
3. To study various futuristic issues in the field of Industrial Retaliations

Learning Outcomes:

At the end of study students will be conversant with the various techniques of Industrial Relations and futuristic issues in era of dynamic technological changes.

Module-1 Introduction & Theoretical framework

- 1.1 Concept& evolution of IR
- 1.2 Meaning & Definition of IR
- 1.3 Objectives & Scope of IR
- 1.4 Approaches to I.R.

Module-2 I.R. institutions

- 2.1 Collective bargaining.
- 2.2 Employers' association
- 2.3 Trade Unions
- 2.4 labour legislations

Module-3 I.R. Systems

- 3.1 Conflict Management
- 3.2 Discipline Management
- 3.3 Grievances Management
- 3.4 Participative Management

Module-4 Futuristic issues & International I.R.

- 4.1 Impact of technological changes on I.R
- 4.2 I.R. in MNC's
- 4.3 International labour organizations
- 4.4 International industrial Relations

Text Books:

1. Industrial Relation-Monal Arora, Excel Books, New Delhi
2. Sharma A. M.(2007),Industrial Relations, Himalaya Publishing House

References:

- 1 The Essence of Personnel Management and Industrial Relation – Alan Cowing & Phillip James,1997, Prentice Hall of India Pvt. Ltd.
- 2 Industrial Relations- Arun Monappa, Sixth ed. 1993. - Tata McGraw Hill Publishing Co. Ltd., New Delhi.
- 3 Personnel Management and Industrial Relations, N. G. Nair and Latha Nair, S. Chand and Co. Ltd., New Delhi, 2001.
- 4 International Practices in Industrial Relations, S. K. Bhatia, 2003, Deep and Deep Publications

Practical Component:

MLW 412PR

Group Work: N.G.O Training

The students will be placed with different welfare centers run by Government or Non-Government Organization (NGOs) for the period of 2 to 3 weeks in small groups of 5-7 students per group.

During this period they are expected to study the group dynamics, integrate themselves with group activities and get training for group leadership. As a group they should organize different activities like sports, dramatics, music, informal/ adult education camps, literacy drive for education for children of workers etc., during this period.

This part of field work will be covered during the second semester of the programme.

Parameters for Evaluation:

- presentation on their group work training
- Participation in group activities
- Attendance