

**COURSES OF STUDIES**

**FOR**

**B.A. I.R & P.M**

**(INDUTRIAL RELATIONS AND PERSONNEL MANAGEMENT )**

**(HONS & ELECTIVE PAPERS)**

**(UNDER CBCS PATTERN)**



**DEVELOPED BY**

**BERHAMPUR UNIVERSITY**

**BHANJA BIHAR, BERHAMPUR**

**STATE MODEL SYLLABUS FOR  
UNDER GRADUATE**

**COURSE IN INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT**

**(Bachelor of Arts Examination)**

**UNDER**

**CHOICE BASED CREDIT SYSTEM**

Year	Semester	Course opted	Title of the course	Full Marks
1.st Year	Semester-I	Core Course-I	Industrial Relations	100
		Core Course-II	Labour Legislation-I	100
	Semester-II	Core Course-III	Principles and Practices of Management	100
		Core Course-IV	Labour Welfare	100
2 <sup>nd</sup> Year	Semester-III	Core Course-V	Human Resource Management	100
		Core Course-VI	Trade Unionism	100
		Core Course-VII	Social Security	100
	Semester-IV	Core Course-VIII	Human Resource Development	100
		Core Course-IX	Labour Economics	100
		Core Course-X	Labour Legislation-2	100
3 <sup>rd</sup> Year	Semester-V	Core Course-XI	Performance Management	100
		Core Course-XII	Compensation Management	100
		Discipline Specific Elective (D.S.E) - I	Labour Legislation-3	100
		Discipline Specific Elective (D.S.E) - II	Corporate Social Responsibility	100
	Semester-VI	Core Course-XIII	Organizational Behavior	100
		Core Course-XIV	Field work report and Viva-Voce	100
		Discipline Specific Elective (D.S.E) - III	Indian Labour Problems	100
		Discipline Specific Elective (D.S.E)- IV	Project Work	100

**I.R.P.M- GENERIC ELECTIVE INDIAN LABOUR STUDIES (I.L.S)  
PAPER-1 INDUSTRIAL RELATIONS  
PAPER-2 LABOUR WELFARE**

I.R & P.M HONOURS  
FIRST SEMESTER DEGREE EXAMINATION  
(Choice Based Credit System)  
Core Paper – I  
INDUSTRIAL RELATIONS

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25 Marks**

Industrial Relations: Meaning, Concept, Importance and Scope of Industrial Relations; Dunlop's System Model of Industrial Relations. Aspects of Industrial Relations- Co-operation and Conflict.

**Unit-II**

**25 Marks**

Industrial Disputes: Meaning, Causes and Consequences; Methods of Settling Industrial Disputes, Meaning, Nature and Process of Collective Bargaining.

**Unit-III**

**25 Marks**

Labour Management Co-operation: Meaning and Goals, Levels of Participations; Labour Management Co-operation in India: Statutory committees, Works Committee and Joint Management Councils.

**Unit-IV**

**25 Marks**

Grievance Handling: Meaning, Causes and Model Grievance Procedure; Principles of Disciplinary Action, Code of Misconduct.

**BOOKS RECOMMENDED**

1. C.S. Venkataraman, Industrial Relations. Oxford University Press, 01 Edition.
2. Arun Monappa, Industrial Relations. Tata McGraw - Hill Education, 01 Edition
3. C.B. Matoria et al., Industrial Relations. . Himalaya Publishing House Pvt. Ltd.,
4. E.A. Ramaswamy and Uma Ramaswamy, Industry and Labour. Oxford University Press.
5. P.C. Tripathy and C.B. Gupta, Industrial Relations and Labour Laws. Sultan Chand & Sons Publisher, 04 Edition.
6. P.R.N. Sinha et al. Industrial Relations and Labour Legislation. Pearson Publisher 01 Edition.
7. Ratna Sen, Industrial Relations in India. Laxmi Publications-New Delhi, 02 Edition.
8. S.D. Punekar et al., Labour Welfare, Trade Unions and Industrial Relations. Himalaya Publishing House.
9. T.N. Chhabra, Industrial Relations. Pentagon Press Publisher.
10. A.M. Sarma, Industrial Relations. Himalaya Publishing House Pvt. Ltd., 02 Edition

**I.R & P.M HONOURS**  
**FIRST SEMESTER DEGREE EXAMINATION**  
**(Choice Based Credit System)**  
**Core Paper – II**

**Labour Legislation -1**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25 Marks**

Labour Legislation: Introduction, Meaning, Need, Objectives, Scope, Development & Growth of Labour Legislation in India, Categories of Labour Legislation.

**Unit-II**

**25 Marks**

The Factories Act, 1948

**Unit-III**

**25 Marks**

The Mines Act, 1952

**25 Marks**

**Unit-IV**

The Industrial Employment (Standing orders) Act, 1946

**BOOKS RECOMMENDED**

1. Universal's Legal Manual , Labour and industrial law , Universal Law Publishing Co., 2015
2. P.L. Mallik, Labour and Industrial Law. Eastern Book Company, 04 Edition, 2015
3. S.P. Jain, Industrial and Labour Laws. Dhanpat Rai's Publication, 2014
4. S.C. Srivastava, Industrial and Labour Laws., Vikas Publishing House., 2014
5. A.M. Sarma, Industrial Jurisprudence, Himalaya Publishing House.
6. Taxmann, Labour law, Taxmann Publications Pvt. Ltd., 2015
7. Monappa, Industrial Relations and Labour Laws, 02 Edition, McGraw Hill Education (India) Private Limited.
8. Singh A, labour and industrial law, LexisNexis, 2014
9. Concerned Bare Acts.

**I.R & P.M HONOURS**  
**SECOND SEMESTER DEGREE EXAMINATION**  
**(Choice Based Credit System)**  
**Core Paper – III**  
**PRINCIPLES & PRACTICES OF MANAGEMENT**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25 Marks**

Meaning, Concept, Objectives and Scope of Management. Management as an Art, Science and Profession. Management Functions: Planning, Organizing, Directing & Controlling.

**Unit-II**

**25 Marks**

Functional areas of Management: Concept, Function and Scope of Financial Management, Production Management and Marketing Management.

**Unit-III**

**25 Marks**

Strategic Management: Nature and Scope of Strategic Management, Strategy and Structure, Management of Strategic Change.

**Unit-IV**

Business Ethics: Concept , Sources, Importance& Practices in Management.25 Marks

**BOOKS RECOMMENDED**

1. L.M. Prasad, Principles and Practices of Management. Sultan Chand and Sons, 08 Edition.
2. T.N. Chhabra, Managing People at Work. Publisher: Dhanpat Rai & Co.
3. Anil Bhat and Arya Kumar, Principles, Processes and Practices, Oxford University Press, 2015.
4. Burton and Thakur, Management Today: Principles and Practice. McGraw Hill Education (India) Private Limited, 01 Edition.
5. Kanishka Bedi, Management and Entrepreneurship, Oxford University Press, 2015.
6. Koontz and O'Donnell, Management. Publisher: Tata McGraw - Hill Education, 02 Edition.
7. Koontz and Weihrich, Essentials of Management. Tata McGraw Hill Publishing, 2015.
8. DuBrin, Management Essentials, CENGAGE Learning, 09 Edition, 2015.
9. Griffin, Management: Principle and Applications, CENGAGE Learning, 10 Edition, 2015.
10. Robin Stephen, P. and Mary Coulter, Management, Pearson Education Ltd. New Delhi.



**I.R & P.M HONOURS**  
**SECOND SEMESTER DEGREE EXAMINATION**  
**(Choice Based Credit System)**  
**Core Paper – IV**  
**LABOUR WELFARE**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I 25 Marks**

Labour welfare: Concept, Scope & Principles of Labour Welfare. Philosophy (Approaches) of Labour Welfare, Agencies of Labour Welfare.

**Unit-II 25 Marks**

Welfare Programmes: Statutory- Canteen, Creche; Non-Statutory Housing

Workers' Education, Workers' Co-operatives. Welfare Officer: Appointment, Status & Functions in Factories.

**Unit-III 25 Marks**

Industrial Safety & Hygiene: Accidents- Concept, Causes & Consequences, Prevention of Accidents & Safety Programmes, Occupational Diseases: Prevention & Curative Programmes.

**Unit-IV 25 Marks**

Labour Administration : Labour Administration Machinery at Central Level and Labour Administration Machinery in the state of Odisha.

**BOOKS RECOMMENDED**

1. S.D. Punekar et al., Labour Welfare, Trade Unions and Industrial Relations, Himalaya Publishing House, 2015
2. A.M. Sarma, Aspects of Labour Welfare and Social Security, Himalaya Publishing House, New Delhi.
3. M.V. Moorthy, Principles of Labour Welfare, Oxford & IBH Publication, Co., New Delhi.
4. K.N. Vaid, Labour Welfare in India, Sree Ram Centre for Industrial Relations and Human Resources, New Delhi.
5. Ram Chandra P., Singh, Labour Welfare Administration in India, Deep & Deep Publication, New Delhi.
6. R. S. Kumar, Understanding Labour Welfare Administration Challenges And Response, Cyber Tech Publication

I.R & P.M HONOURS  
THIRD SEMESTER DEGREE EXAMINATION  
(Choice Based Credit System)  
Core Paper – V  
**HUMAN RESOURCE MANAGEMENT**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I 25 Marks**

Human Resource Management –Meaning, Concept, Objectives and Scope of Human Resource Management.

**Unit- II 25 Marks**

Development of Management Thought: Scientific Management of F.W.Taylor, Human Relation school of Elton Mayo, X and Y theory of Douglas Mc Gregor and Behavioral School and Contributions of Fayol & Follette to Management.

**Unit-III**

**25 Marks**

Recruitment and Selection; Recruitment- Meaning, definition, sources of Recruitment, methods and process of Recruitment.

Selection- Meaning, definition, methods and process of Selection

**Unit-IV**

**25 Marks**

Motivation- Introduction, Types of Motivation, Employees Morale-Definition, Factors effecting moral.

**BOOKS RECOMMENDED**

**Human Resource Management**

1. Dr P. Jyothi, Human Resource Management, Oxford University Press, 2015
2. Uday Kumar Haldar and Juthika Sarkar, Human Resource Management, Oxford University Press, 2015
3. T.N. Chhabra, Human Resource Management. Dhanpat Rai & Co. **Publisher.**
4. Jyoti and Venkatesh, Human Resource Management. Oxford University Press India. 2014
5. K. Aswathappa, Human Resource Management. McGraw Hill Education (India) Private Limited, 07 Edition.
6. C.B. Gupta, Human Resource Management. Sultan Chand and Sons **Publisher**, 14 Edition.
7. P. Subba Rao, Essentials of Human Resource Management and Industrial Relations. Himalaya Publishing House Pvt. Ltd., 05 Edition.
8. Edwin Flippo, Personnel Management. Tata McGraw - Hill Education publisher, 06 Edition.



I.R & P.M HONOURS  
THIRD SEMESTER DEGREE EXAMINATION  
(Choice Based Credit System)  
Core Paper – VI  
TRADE UNIONISM

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

25Marks

Introduction to Trade Union: Meaning, Definition, Objectives; Functions, Types of trade unions & National Federations of Trade Unions.

**Unit-II**

25 Marks

Theories of Trade Union: Sidney and Beatrice Webb, Perlman, Robert Hoxie, Karl Marx and Mahatma Gandhi.

**Unit-III**

25Marks

Growth of Trade Union Movement in India; Post Liberalization. Problems of Trade Union; Recognition of Trade Union in India.

**Unit-IV**

25 Marks

Managerial Unionism: Employers' Federations, Growth and functions. Role of Employers' Federations in Industrial Relations.

**BOOKS RECOMMENDED**

1. Ratna Sen, Industrial Relations in India. Tata McGraw Hill 2014.
2. Vaid, K.N., The New Worker, Asia Publishing House, Mumbai.
3. N.N. Chatterjee, Industrial Relations in India's Developing Economy. Allied Book Agency
4. Steve Williams, Introducing Employment Relations, Oxford University Press, 03 Edition.
5. P.R.N. Sinha et al. Industrial Relations and Labour Legislation. Pearson Publisher, 01 Edition.
6. C.S. Venkataraman, Industrial Relations. Oxford University Press, 01 Edition.
7. S.D. Punekar et al., Labour Welfare, Trade Unions and Industrial Relations. Himalaya Publishing House.
8. A.M. Sarma, Industrial Relations. Himalaya Publishing House Pvt. Ltd., 02 Edition.
9. C.B. Matoria et al., Industrial Relations. . Himalaya Publishing House Pvt. Ltd., 2015.
10. T.N. Chhabra, Industrial Relations. Pentagon Press Publisher.
11. P.C. Tripathy and C.B. Gupta, Industrial Relations and Labour Laws. Sultan Chand & Sons Publisher, 04 Edition.
12. Arun Monappa, Industrial Relations. Tata McGraw - Hill Education, 01 Edition.
13. E.A. Ramaswamy and Uma Ramaswamy, Industry and Labour. Oxford University Press, New Delhi.

**I.R & P.M HONOURS**  
**THIRD SEMESTER DEGREE EXAMINATION**  
**(Choice Based Credit System)**  
**Core Paper – VII**  
**SOCIAL SECURITY**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25Marks**

Social Security: Concept, scope and approaches; Social Assistance and Social Insurance.

**Unit-II** 25Marks

The Employee's Compensation Act, 1923

**Unit-III**

**25Marks**

The Employees' State Insurance Act, 1948

**Unit-IV**

**25Marks**

The Maternity Benefit Act, 1961 &  
The Payment of Gratuity Act, 1972

**BOOKS RECOMMENDED**

**Social Security**

1. A.M. Sarma, Aspects of Labour Welfare and Social Security, Himalaya Publishing House, New Delhi.
2. Vivek and Bhattacharya, Social Security Measures in India.
3. W. Andrew Achenbaum, Social Security: Visions And Revisions: A Twentieth Century Fund Study, Cambridge University Press.
4. Ditch John Ditch, Introduction to Social Security: Policies, Benefits and Poverty, Taylor & Francis Ltd.
5. Prasant Kumar Panda, Human Development and Social Security in India, New Century Publication
6. Ravi Prakash Yadav, Social Security in India, Raj Publications.
7. Prof K M Naidu, Social Security of Labour in India and Economic Reforms, Serial Publication.
8. Kannan, K.P & Breman, Jan, The Long Road to Social Security: Assessing the Implementation of National Social Security Initiatives for the Working Poor in India, Oxford University Press.
9. Concerned Bare Acts.

**I.R & P.M HONOURS**  
**FOURTH SEMESTER DEGREE EXAMINATION**  
**(Choice Based Credit System)**  
**Core Paper – VIII**  
**HUMAN RESOURCE DEVELOPMENT**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25Marks**

Human Resources Development; Concept and Philosophy of HRD: Human Resources Accounting, HRD Mechanisms: Performance Appraisal, Potential Appraisal Feedback and Counselling;

**Unit-II**

**25Marks**

Career Planning and Development; Job Rotation, Training, Organisational Development.

**Unit-III** 25Marks

Knowledge Management: Meaning and Importance; Types of knowledge, Knowledge Management Process.

**Unit-IV**

Management Development Programme – Concept, types , evaluation of Management Development Programme (MDP) **25Marks**

**BOOKS RECOMMENDED**

**Human Resource Development**

1. Uday Kumar Haldar, Human Resource Development, Oxford University Press, 2014.
2. David Mankin, Human Resource Development, Oxford University Press, 2015.
3. T.V. Rao, Human Resource Development, Sage Publication, New Delhi.
4. T.V. Rao, & Pareek, Udai, Designing and Managing Human Resource System, Oxford and IBR Publication Ltd., New Delhi.
5. ILO, Teaching and Training Methods for Management Development handbook, McGraw New York.
6. Rao, T.V., Future of HRD, Mac Milan , New Delhi.
7. B.L. Mathur, Human Resource Development: Strategic Approaches and Experiences.
8. Greaves, Jim, Strategic Human Resource Development, Sage Publication.
9. Werner, Human Resource Development, CENGAGE Learning, 2015.

**I.R & P.M HONOURS**  
**FOURTH SEMESTER DEGREE EXAMINATION**  
**(Choice Based Credit System)**  
**Core Paper – IX**  
**LABOUR ECONOMICS**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I 25 Marks**

Definition, Nature and Scope of Labour Economics ;  
Economic System Capitalism, Socialism , Mixed Economics System In India And  
New Economic Policy

**Unit-II**

**25 Marks**

Labour Market ; Concept, Characteristics and Classification of Labour Market.

**Unit-III**

**25 Marks**

Wages of Industrial Workers, Definition, Real and Nominal Wages,  
Wage concepts: Minimum, Fair and Living Wages, Wage differentials & Wage  
Policy in India.

**Unit-IV**

**25 Marks**

Unemployment : Concept of Employment , Unemployment , Under  
Employment, Types of Unemployment , Causes , effects and remedies of  
Unemployment and problems of Unemployment in India.

**BOOKS RECOMMENDED**

**Labour Economics and Labour Problems**

1. T.N. Bhagoliwala, Labour Economics. Vikas Publishing House Pvt., Ltd
2. M.V. Joshi, Labour Economics and Labour Problems ,Atlantic Publisher, 2015
3. Jiwitesh Kumar Singh., Labour Economics. Deep & Deep Publications, 01 Edition,
4. Mehata, P.L., Comprehensive Managerial Economics, Sultan Chand & Sons, New Delhi.
5. B.P. Tyagi, Economic Systems. Meerut : Jai Prakash Nath & Co, 2011
6. R.C. Saxena, Labour Problems and Social Welfare, KNATH & CO

**I.R & P.M HONOURS**  
**FOURTH SEMESTER DEGREE EXAMINATION**  
**(Choice Based Credit System)**  
**Core Paper – X**  
**LABOUR LEGISLATIONS -2**

Total marks: 100 (End Semester 80 and Mid Semester 20)

<b>Unit-I</b> The Payment of Wages Act, 1936	<b>25 Marks</b>
<b>Unit-II</b> The Minimum Wages Act, 1948	<b>25 Marks</b>
<b>Unit-III</b> The Payment of Bonus Act, 1965	<b>25 Marks</b>
<b>Unit-IV</b> The Employees' Provident Funds and Miscellaneous Provision Act, 1952	<b>25 Marks</b>

**BOOKS RECOMMENDED**

1. Universal's Legal Manual , Labour and industrial law , Universal Law Publishing Co., 2015
2. P.L. Mallik, Labour and Industrial Law. Eastern Book Company, 04 editions, 2015
3. S.P. Jain, Industrial and Labour Laws. Dhanpat Rai's Publication, 2015
4. S.C. Srivastava, Industrial and Labour Laws., Vikas Publishing House., 2015
5. Monappa, Industrial Relations and Labour Laws, 02 Edition, McGraw Hill Education (India) Private Limited.
6. A.M. Sarma, Industrial Jurisprudence., Himalaya Publishing House, New Delhi, 2015
7. Taxmann, Labour law, Taxmann Publications Pvt. Ltd., 2015
8. Singh A, labour and industrial law, LexisNexis, 2015
9. Goswami, V.G., Labour and Industrial Relations Law, Central Law Agency, Allahabad.
10. Concerned bare Acts

**I.R & P.M HONOURS**  
**FIFTH SEMESTER DEGREE EXAMINATION**  
**(Choice Based Credit System)**  
**Core Paper – XI**  
**PERFORMANCE MANAGEMENT**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25 MARKS**

Performance Management: Meaning, concept, scope, importance and process of Performance Management. Benefits of Performance management.

**Unit-II**

**25 MARKS**

Performance Planning: role analysis and evaluating performance management; performance management and development, performance management and pay compensation.

**Unit-III**

**25 MARKS**

Analyzing Performance Problem, Performance Management and Team.

**Unit-IV**

**25 MARKS**

Competency Management: concept, competency development, competency mapping, gap analysis ; counseling strategy for improving performance.

**BOOKS RECOMMENDED**

**Performance Management**

1. Kohli ,A.S., Performance Management, Publisher: Oxford University Press,2015
2. Bagchi, Performance Management, CENGAGE Learning,02 Edition, 2015
3. Prem Chandha, Performance Management, Macmillan , New Delhi
4. Kurl Verweiro Et Al., Integrated Performance Management, Sage, New Delhi.
5. Neale, Frances, Handbook of Performance Management, Jaico, Publication House, New Delhi.
6. Walters, Mike, The Performance Management Handbook, JAICO, Publication House, New Delhi.
7. Rao, T.V., and Pareek, Udai (ed.). Redesigning Performance Appraisal Systems, Tata McGraw Hill Publication, Ltd, New Delhi.
8. Armstrong M , Performance Management, JAICO Book Distributors-New Delhi.



**I.R & P.M HONOURS**  
**FIFTH SEMESTER DEGREE EXAMINATION**  
**(Choice Based Credit System)**  
**Core Paper – XII**  
**COMPENSATION MANAGEMENT**

Total Marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I 25Marks**

Introduction to Compensation Management: concept, definition, objectives, importance, components and determinants of Compensation.

**Unit-II 25Marks**

Job evaluation: concept, objectives, process, method, uses, compensation Planning.

**Unit-III 25Marks**

Effects of Compensation on Performance and Motivation; Different types of compensation, executive compensation system.

**Unit-IV 25Marks**

Incentive and benefits administration : Concept of Incentive, objectives, benefits of incentive plan. Types of wage incentive plans, merits and demerits of individual & group incentive system.

**BOOKS RECOMMENDED**

**Compensation Management**

1. Bhattacharyya, Dipak Kumar; Compensation Management, Oxford University Press, India, 2<sup>nd</sup> edition
2. Henderson, Richard I, Compensation Management, Pearson India Publisher, 2014
3. Milkovich, George ,Newman, Jerry and Venkataratnam, C S , Compensation Management , McGraw Hill Education (India) Private Limited, 9<sup>th</sup> edition
4. Martocchio, Strategic Compensation: A Human Resource Management Approach, Pearson India., 7<sup>th</sup> Editions.
5. Sharma, A.M., Compensation Management, Himalaya Publishing House, 2014
6. Subramaniam, K.N., Wages in India, Tata McGraw Hill, Publishing Co. Ltd.,
7. Verma, Promad, Wage Determination: Concepts and Cases, Oxford IBH Publication Ltd, New Delhi.
8. ILO, Payment by Results, ILO, Geneva Ltd, New Delhi.

**I.R & P.M HONOURS**  
**FIFTH SEMESTER DEGREE EXAMINATION**  
**(Choice Based credit System)**  
**DISCIPLINE SPECIFIC ELECTIVE (D.S.E.) -I**  
**LABOUR LEGISLATIONS -3**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I** **25 Marks**

The Trade Unions Act, 1926

**Unit-II** **25 Marks**

The Industrial Dispute Act, 1947

**Unit-III** **25 Marks**

The Contract Labour (Regulation & Abolition) Act, 1970

**Unit-IV** **25 Marks**

The Inter-state Migrant Workmen's Act, 1979

**BOOKS RECOMMENDED**

1. Universal's Legal Manual , Labour and industrial law ,Universal Law Publishing Co., 2015
2. P.L. Mallik, Labour and Industrial Law. Eastern Book Company, 04 editions,2015
3. S.P. Jain, Industrial and Labour Laws. Dhanpat Rai's Publication, 2015
4. S.C. Srivastava, Industrial and Labour Laws., Vikas Publishing House., 2015
5. Monappa, Industrial Relations and Labour Laws, 02 Edition, McGraw Hill Education (India) Private Limited.
6. A.M. Sarma, Industrial Jurisprudence., Himalaya Publishing House, New Delhi,2015
7. Taxmann, Labour law, Taxmann Publications Pvt. Ltd., 2015
8. Singh A, labour and industrial law, LexisNexis,2015
9. Goswami,V.G., Labour and Industrial Relations Law, Central Law Agency, Allahabad.
10. Concerned bare Acts

**I.R & P.M HONOURS**  
**FIFTH SEMESTER DEGREE EXAMINATION**  
**(Choice Based credit System)**  
**DISCIPLINE SPECIFIC ELECTIVE (D.S.E.) -II**  
**Corporate Social Responsibility**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25 Marks**

Corporate Social Responsibility: Concept, development of business and importance of CSR with different viewpoints ; Corporate Governance and CSR.

**Unit-II**

**25 Marks**

History of CSR in India; Stakeholders in CSR, Stake holders approach.

**Unit-III**

**25 Marks**

Role of various institutions in CSR: Govt. NGOs, Educational Institutions and Media.

**Unit-IV**

**25 Marks**

Social Audit: Introduction, Scope and Objectives, CSR and Corporate Accountability, Types of Social Audit.

**BOOKS RECOMMENDED**

**Corporate Social Responsibility**

1. Madhumita Chatterji, Corporate Social Responsibility, Publisher: Oxford University Press.
2. Balachandran; Ch, Corporate Social Responsibility, Publisher: Phi Learning Pvt. Ltd- New Delhi.
3. B.N.Mandal, Corporate Social Responsibility, Publisher: Global Vision Publishing House.
4. Veena tewari nandi, 'Corporate Social Responsibility ,Publisher: Enkañ Publishing House
5. Baxi, C .V.Author;Ray, Rupamanjari Sinha; Corporate Social Responsibility Vikas Publishing House,2014.
6. Werther, William B; Chandler, David; Strategic Corporate Social Responsibility SAGE Publications India Pvt., Ltd, 201

**I.R & P.M HONOURS**  
**SIXTH SEMESTER DEGREE EXAMINATION**  
**(Choice Based credit System)**  
**Core Paper – XIII**

**ORGANISATIONAL BEHAVIOUR**

Total Marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25-Marks**

Concept, Nature and scope of Organizational Behaviour: Behavioural Theories – Freudian, psychoanalytical Models, Social Learning Model.

**Unit -II**

Components of O.B.System: Inputs Objectives and Resources: Through Put- Formal Organization System (FOS), Industrial System (IS) and Social System (SS), Output Organizational Effectiveness.

**Unit-III**

**25-Marks**

Formal Organization System: Bureaucrats, Project and Matrix Structure.  
Individual System: Perception, Personality, Attitudes and Values.

**Unit-IV**

**25-Marks**

Social System: Informal Groups and Organization, Group Dynamics.  
Strategies for managing Social System: Quality Circle, Team Building, Small Group Activities.

**BOOKS RECOMMENDED**

1. Organizational Behaviour by Fred Luthans.
2. Organizational Behaviour by Stephen Robins.
3. Organizational Behaviour by K.Aswathappa (Himalaya)
4. Organizational Behaviour by C.B.Gupta
5. Organizational Behaviour by P.Subba Rao
6. Organizational Behaviour By Mirja S.Saiyaddain ( Tata MC.Graw Hill) .
7. Dimensions of Organizational Behaviour by Theodore T.Herbeet.
8. Organizational Behaviour by Rao & Narayana.

I.R & P.M HONOURS  
SIXTH SEMESTER DEGREE EXAMINATION  
(Choice Based credit System)  
Core Paper – XIV

**Field Work (Practical)**

**Field Work Report**  
**Viva-Voce**

**Full marks-100**  
**75 Marks**  
**25 Marks**

The students are required to undertake at least one field visits to Industries/labour welfare centres under the supervision of a field work instructor. Students are required to submit a detailed report on the basis of their visits.

Joint evaluation of the field work report and Viva-Voce shall be conducted after the theory examination is over by internal and external examiners at the examination centre.

IR.&P M Honours  
Sixth semester Degree Examination

(Choice Based credit System)  
DISCIPLINE SPECIFIC ELECTIVE (D.S.E) III  
INDIAN LABOUR PROBLEMS  
SEMESTER – VI

**INDIAN LABOUR PROBLEMS**

Total Marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25-MARKS**

Labour Problems: Growth of Modern Industrialism and rise of labour problems, meaning, scope and significances of labour problems.

**Unit-II**

**25-MARKS**

Migratory character of labour, causes of and effects of migratory labour in India.

**Unit-III**

**25-MARKS**

Labour Absenteeism and Turnover: Meaning, nature, Causes and consequences of absenteeism, measures of reduce labour absenteeism and meaning causes and consequences of labour turnover and Measures to reduce labour turnover in India.

**Unit-IV**

**25-MARKS**

Labour Problems in India:

- a. Agriculture of Labour
- b. Women and Child Labour

**Indian Labour Problems**

1. T.N. Bhagoliwala, Labour Economics. Vikas Publishing House Pvt., Ltd
2. M.V. Joshi, Labour Economics and Labour Problems ,Atlantic Publisher, 2015
3. Jiwitesh Kumar Singh., Labour Economics. Deep & Deep Publications, 01 Edition,
4. Mehata, P.L., Comprehensive Managerial Economics, Sultan Chand & Sons, New Delhi.
5. B.P. Tyagi, Economic Systems. Meerut : Jai Prakash Nath & Co, 2011
6. R.C. Saxena, Labour Problems and Social Welfare, KNATH & CO



**I.R & P.M HONOURS  
SIXTH SEMESTER DEGREE EXAMINATION  
(Choice Based credit System)  
DSE-IV**

**Project Work**

**Full marks-100**

**Project Work**

The students are Prepared Project Work in particular topic under the supervision of departmental teacher /faculty .

The Project Work evaluation shall be conducted by the internal examiner /department faculty after the theory examination is over at the examination center.

**I.R & P.M**  
**GENERIC ELECTIVE**  
**INDIAN LABOUR STUDIES**  
**PAPER -I**  
**INDUSTRIAL RELATIONS**

**INDUSTRIAL RELATIONS**

Total marks: 100 (End Semester 80 and Mid Semester 20)

**Unit-I**

**25 marks**

Industrial Relations: Concept and Scope of Industrial Relations; Approaches to Industrial Relations, Dunlop's System Model of Industrial Relations.  
Aspects of Industrial Relations- Co-operation and Conflict.

**Unit-II**

**25 marks**

Industrial Disputes: Meaning, Causes and Consequences; Methods of Settling Industrial Disputes, Collective Bargaining, Workers Participation in Management.

**Unit-III**

**25 marks**

Trade Unionism: Meaning, Objectives, Types & Functions of Trade Unions in India; Problems of Trade Unions In India: Multiplicity , Inter & Intra Union rivalry.

**Unit-IV**

**25 marks**

Grievance Handling and Discipline: Meaning, Causes and Consequences of Grievance; Model Grievance Procedure; Disciplinary Action & Procedure.

**BOOKS RECOMMENDED**

1. C.S. Venkataraman, Industrial Relations. Oxford University Press, 01 Edition.
2. Arun Monappa, Industrial Relations. Tata McGraw - Hill Education, 01 Edition
3. C.B. Mamoria et al., Industrial Relations. . Himalaya Publishing House Pvt. Ltd.,
4. E.A. Ramaswamy and Uma Ramaswamy, Industry and Labour. Oxford University Press.
5. P.C. Tripathy and C.B. Gupta, Industrial Relations and Labour Laws. Sultan Chand & Sons Publisher, 04 Edition.
6. P.R.N. Sinha et al. Industrial Relations and Labour Legislation. Pearson Publisher 01 Edition.
7. Ratna Sen, Industrial Relations in India. Laxmi Publications-New Delhi, 02 Edition.
8. S.D. Punekar et al., Labour Welfare, Trade Unions and Industrial Relations. Himalaya Publishing House.
9. T.N. Chhabra, Industrial Relations. Pentagon Press Publisher.
10. A.M. Sarma, Industrial Relations. Himalaya Publishing House Pvt. Ltd., 02 Edition

**I.R & P.M HONOURS  
GENERIC ELECTIVE  
INDIAN LABOUR STUDIES  
SEMESTER-IV  
PAPER-II  
LABOUR WELFARE**

Full marks-100 (80+20)

Time-3Hours

**Unit-I**

25-Marks

Labour Welfare:

- a. Meaning concept and scope of Labour welfare.
- b. Statutory and Non-Statutory Labour welfare.

25-Marks

**Unit-II**

Social security in India-

Meaning aims and objectives and Scope of Social Security.

Genesis of Social Security in India.

Social Security measures for industrial workers in India.

25-Marks

**Unit-III**

Meaning and significances of Labour Problems:

Migratory character of Labour, causes and effects of Migratory Labour in India.

25-Marks

**Unit-IV**

Labour Absenteeism-

- a. Meaning, Nature, causes and consequences of Absenteeism, Measures to reduce labour absenteeism.

- b. Labour Turn Over- Meaning causes and consequences of labour, Turn over, Measures to reduce labour Turnover in India.

**Labour Welfare and Labour Administration**

1. S.D. Punekar et al., Labour Welfare, Trade Unions and Industrial Relations, Himalaya Publishing House, 2015
2. A.M. Sarma, Aspects of Labour Welfare and Social Security, Himalaya Publishing House, New Delhi.
3. M.V. Moorthy, Principles of Labour Welfare, Oxford & IBH Publication, Co., New Delhi.
4. K.N. Vaid, Labour Welfare in India, Sree Ram Centre for Industrial Relations and Human Resources, New Delhi.
5. Ram Chandra P., Singh, Labour Welfare Administration in India, Deep & Deep Publication, New Delhi.
6. R. S. Kumar, Understanding labour welfare administration challenges and response, Cyber Tech Publication