

PARUL UNIVERSITY
MASTER OF HUMAN RESOURCE MANAGEMENT MSW(HRM)

Semester 2: Compulsory

Teaching Scheme (Hrs./Week)			Credit	Examination Scheme					Total
L	T	P		External		Internal			
				Theory	Practical	Theory	CE	Practical	
4	-	-	3	60	-	20	20	-	100

Subject Name: Industrial Relations

Subject Code: 10202156

Course Objective:

This Subject Has A Total Weightage Of 3 Credits And 36 Sessions Wherein Each Session Will Be Of 55 Minutes.

At the end of this subject, the students will be able to:

- Have a clear understanding of the Industrial relations which play a vital role in the organizations
- The policies and the unions which impact the working of the organizations
- And the handling of the employees according to the acts which are placed by the Government

Contents:

Module	Contents	Sessions	Weightage	Suggested Teaching Methodology
Unit I:	Background To Industrial Relations & Labour Legislations: Industrial Relations - Meaning, Definitions, Concept, Features, Factors influencing IR, Determinants of IR, Aspects of IR, Evolution, objectives, Importance, Scope, Approach To Industrial Relations, Forms Of Industrial Relations, Theories of Industrial Relations, Effects of Poor IR and Suggestions to improve IR, Difference between IR and HR, Labour Legislations: Introduction, Need, Factors, Nature, Principles, and objectives, Classification, Indian Constitution And Labour Legislations, ILO and Its Influence On Labour Legislation In India.	8.00	20%	Lecture, Discussion
Unit II:	Trade Unions & Labour Administration in India: Trade Unions - Definitions, Forms. Functions, Objectives, Roles, classification, Problems In Confronting Unions And Measure To Strengthen Trade Union Movement In India,	7.00	20%	Lecture, Reference Work

	Measure To Strengthen Trade Unions, White-Collar Trade Unions, Employers' Association, Government Policies And Industrial Relations Labour Administration In India: Indian Context, Labor Policy, Administrative Agencies, Different Offices			
Unit III:	Machineries of Settling Industrial Disputes: Meaning of Industrial Dispute, Causes, Measures- Conciliation, Negotiation, Adjudication, and Arbitration. Industrial Relation In Changing Environment: Strategic Industrial Relations, Recent Development, Industrial Relations In Years To Come	7.00	20%	Group Exercise, Case Study
Unit IV:	Discipline In IR: Meaning And Definitions, Aims And Objectives, Discipline And Maintenance System, Causes Of Discipline Violation, Approach To Discipline Enforcement, Disciplinary Actions, Code Of Discipline In Industry, Grievance in IR: Meaning, effects, Role of HR Department, Grievance Redressal Procedure, Model Grievance Redressal Procedure, Evaluation of grievance Redressal machinery, Analysis of grievance data, Guidelines for grievance handling	7.00	20%	Group Exercise, Case Study
Unit V	Collective Bargaining: Meaning And Concepts, Functions, Approaches, Structure, Essential Characteristics, Types Of Bargaining, Bargaining Theories, Elements Of Collective Bargaining, Collective Bargaining Process, Conditions For The Success Of Collective Bargaining, Emerging Issues, Collective Agreements, Collective Bargaining In Different Countries	7.00	20%	Lecture, Reference Work

List of Books:

Sr. No.	Author	Name Of The Book	Publisher/Edition
1	B.D Singh	Industrial Relations And Labour Laws	Excel Books
2	A.M Sarma	Industrial Relations	Himalaya Publishing House

Subject Name: Business Environment

Subject Code: 10202151

Course Objective:

At the end of subject students will able to:

- Sensitize towards the overall business environment within which organization has to function
- To provide insight to students of its implication for decision making in business organization.

Contents

Unit No	Topics / Contents	Sessions	Weightage	Suggested Teaching Methodology
I	<u>An Overview Of Business Environment:</u> Introduction, Meaning and Features, importance, Types Of Environment, Internal and External Environment- Micro and Macro, Business Environment With Reference To Global Integration.	7:00	20%	Lectures, Discussions
II	<u>Economic Environment:</u> Concepts And Significance Of Economic Environment; Factors affecting, Structure of Economy, Classification Of Economics; National Income; Economic Systems- Capitalism, Socialism; Mixed Economy, Mixed Economy Of India, Economic policies, Monetary And Fiscal Policy; Economic Reforms In India; Industrial Policy; Foreign Investment; Privatization and disinvestment.	7:00	20%	Lectures, Discussions
III	<u>Technological Environment</u> Technology- Meaning, Science And Technology, Types of Technology, Technological Environment, Innovation, Technology and competitive advantage, Sources of Technological dynamics, Technology adaptation; Business Environment and IT, Impact Of Technology On Globalization; Transfer Of Technology; Technology life cycle	7:00	20%	Lectures, Discussions
IV	<u>Social Environment:</u> Concept And Significance, Business And Society, Changing Concepts and Objectives, Business and Culture, Exploitation of Consumer, Consumer Protection	7:00	20%	Lectures, Discussions

	& Consumers' Rights. <u>Natural Environment:</u> Sustainable Development And Environment Protection, Regulations Related To Environment; Green Marketing.			
V	<u>Global Business Environment:</u> Globalization- Meaning, dimensions, features, Essential conditions, Foreign market entry strategies, Pros and cons of globalization, Globalization of Indian businesses, Regulation And Promotion Of Foreign Trade, foreign trade policy, Concepts Of EOUs, EPZs, SEZs, WTO-functions, benefits, drawbacks, WTO and India GATT- objectives, principles, evaluation, GATs, TRIMs, TRIPs.	8:00	20%	Lectures, Discussions

List of Books:

Sr. No.	Author	Name Of The Book	Publisher/Edition
1.	Francis Cherunilam	Business Environment	Himalaya Publications, Mumbai
2.	K. Aswathappa	Essentials In Business Environment	Himalaya Publications, Mumbai
3.	Raj Aggarwal	Business Environment	Excel Books, Delhi
4.	Mathew M	Business Environment	RBSA, Jaipur
5.	Vivek Mittal	Business Environment	Excel Books, Delhi

Subject Name: INDUSTRIAL PSYCHOLOGY AND SOCIOLOGY

Subject Code: 10202157

Course Objective:

At the end of subject students will able to:

- Understand basic concepts of General and Social Psychology which help in understanding human behavior.
- Understand basic concepts of Industrial Psychology which help in understanding important psychological phenomenon in organizational context.
- Understand basic concepts of General and Industrial Sociology which help in understanding nature of problems faced by Industrial society and its effects on Industrial functioning.

Contents:

Module	Contents	Sessions	Weightage	Suggested Teaching Methodology
I	General Psychology General Psychology – Meaning and Definition, Scope and Application of Psychology; Individual Difference, Role Of Heredity And Environment, Learning, Forgetting, Thinking, Intelligence, Personality; Methods Of Psychology, Interrelation Between Individual, Society And Culture. Social Psychology – Meaning, Nature & Scope, Memory, Thought and language, Learning. IQ, EQ and SQ	7	20%	Lectures, Discussions
II	Industrial Psychology Meaning, Definition, Industrial Psychology and General Psychology, Nature, Scope Of Industrial Psychology, Objectives and functions of Industrial Psychology, Development of Industrial Psychology, Problems of Industrial Psychology, Role Of Psychologist In An Industrial Organization.	7	20%	Lectures, Discussions
III	Human Performance and Engineering Psychology Introduction, Why people work, Motion and Time Studies, Principles of Human Performance, Industrial Fatigue – meaning, its impact on human performance, Techniques of lessening Fatigue, Boredom and Monotony – effects on Human performance, Environmental factors affecting Human Performance, Frustration and their consequences, Needs and incentives, types of incentives, Morale and Productivity	8	20%	Lectures, Discussions

IV	Psychological Testing Nature, Steps in Test Development, Classification of Psychological Tests. Tests of Intelligence, Mechanical Abilities, Clerical Abilities, Tests of Interests, Personality Tests, Other widely used tests	6	20%	Lectures, Discussions
V	Industrial Sociology Sociology – Definition, Meaning, Nature and Importance, Industrial Sociology - Meaning, Nature, Scope, Importance, Subject Matter Of Industrial Sociology, development Of Industrial Sociology, Effect of Caste, Religion and Family on Industrial Sociology, Industrial Social Relations, Models Of Industrial Development; Sociological And Ideological Conceptions, Problems of Industrial Society, Impact of Industrialization on Marriage and family, religion and morals, caste and class, recreation, Problems Of Industrial Society; Alienation And Anomie As Consequences Of Modern Industrial Society	8	20%	Lectures, Discussions

List of Books:

Sr. No.	Author	Name Of The Book	Publishers
1.	Delbert Charles Miller, William Humbert Form	Industrial Sociology: an introduction to the sociology of work relations	Harper, 1951
2.	S.K. Srivastava	Industrial Psychology	Printwell Publishers, Jaipur, 1989
3.	S K Mangal	General Psychology	Sterling Publishers Private Limited
4.	Michael G Aamodt	Industrial/ organizational psychology: An applied approach	Cengage Learning, 2015
5.	Milton L Blum, Jack C Naylor	Industrial Psychology: Its theoretical and Social Foundations	Harper & Row, 1968
6.	Narendar Singh	Industrial Sociology	Tata McGraw Hill Education Private Limited

Subject Name: INTRODUCTION TO RESEARCH IN HUMAN RESOURCE MANAGEMENT

Subject Code: 10202152

Course Objective:

At the end of subject students will able to:

- Have understanding of Research and research methods and Social research.
- Understand the entire Research Process and develop skills to collect data, define problem, design research and form research proposal.
- Have understanding of Survey Research – Its methods and Sampling.

Contents:

Module	Contents	Sessions	Weightage	Suggested Teaching Methodology
I	Social Science Research Introduction to Research- Concept, Meaning and features of Research, Types, Scientific Research, Types of Scientific Methods, Social Science and Physical Science, Social Research - Meaning, Scope, Objects and Significance of Social Research, Types of Social Research, Basic requirements for Research, Sources of information for Social Science Research, Financial support for Social Science Research, Problems in Social Science Research, Ethical Issues in Research, Role of HR in Research	8	20%	Lectures, Discussions
II	Research Methods, Research Process & Research Design Research Methods - Scientific Methods and Types, Qualitative and Quantitative Research – Meaning & Concept, Advantages and Disadvantages, Basic distinction between qualitative and quantitative research, Types of Qualitative and Quantitative Research Methods, Research Process – Stages in Research Process. Research Design – Meaning, Need, Features, Importance, Different Research Designs	7	20%	Lectures, Discussions

III	Research Problem Definition and Formulation of Research Proposal What is Research Problem ? Selecting the problem, Necessity of Defining Problem, Nature, Importance of Proper problem definition, Process of Problem definition, Technique involved in Defining a Problem, Research Proposal – Meaning, Content to be covered in Proposal	7	20%	Lectures Discussions
IV	Survey Research & Observation Studies Survey Research - Meaning, Nature, Advantages of Survey Research, Errors in Survey Research, Classification of Survey Research Methods, Various Survey Research Methods with Advantages and Disadvantages (Interviews & Questionnaires), Questionnaire Design, ethical issues in survey research. Observation Studies – Meaning, Nature, Types, Observing Social Settings, Ethical issues in human observation.	7	20%	Lectures, Discussions
V	Sampling and Fieldwork Sampling – Meaning, objectives/Reasons, defining population, sampling frame, sampling units, Probability and non probability sampling and their types, Random sampling and Non sampling Error, Appropriate Sample design, Merits and demerits of Sample Survey	7	20%	Lectures, Discussions

List of Books:

Sr. No.	Author	Name Of The Book	Publisher/Edition
1.	Johan Galtung	Theory and Methods of Social Research	Columbia University Press, 1967
2.	Claus Adolf Moser (Sir.), Graham Kalton	Survey Methods in Social Investigator	Gower, 1979
3.	C. R. Kothari	Research Methodology: Methods and Techniques	New Age International, 2004
4.	D K Bhattacharyya	Research Methodology	Excel Books India, 2006

Subject Name: HUMAN RESOURCE MANAGEMENT IN SOCIAL SECTORS

Subject Code: 10202155

Course Objective:

At the end of subject students will able to:

- Understand Social Sectors of India and their role in economic and social development of country.
- Understand need and role of HRM in different Social Sectors.
- Understand process of starting a non government, non profit or voluntary organization.

Module	Contents	Sessions	Weigh tage	Suggested Teaching Methodology
I	Introduction to Social Sectors – Concept, Meaning of Social Sector, Social Sectors in India, Major Social Sector Schemes, Social Sector and Social and Economic Development, Social Development-Stakeholders (Children, Women, Senior Citizen, Disabled, Reserved categories, Tribal community)	7	20%	Lectures, Discussions
II	Health Sector: Meaning, Definition, Concept of Mental, Physical, Social, Emotional and Environmental Health, Force Field Model & Health determinants, Health in India – Problems/Weaknesses, Factors affecting Health of population, Types of Health Care Organizations, Financing for Health, Health Care Regulations, Concept and Importance of UHC, Current Trends, Health care Management and Role of HRM	7	20%	Lectures, Discussions
III	Education Sector: Introduction, Education System in India, Problems and Challenges, Strategies to solve those problems, Elementary Education – SSA and 12 th five year plan’s strategies and initiatives to strengthen elementary education, Secondary and Higher secondary education system, RMSA and other schemes, Strategies to strengthen secondary and higher secondary education, Saakshar Bharat Scheme, Regulatory framework for higher education, Strategic Framework & Initiatives for Quality	8	20%	Lectures Discussions

	Education, Use of technology in education, Teacher Education and Development, Governance & Role of HRM			
IV	Correctional sector: Introduction to correctional administration, Concept of crime, criminal and criminology, types of correctional institutions, Social work in correctional settings – introduction, characteristics, assumptions and methods Correctional setting- types and task of social workers, Role of HRM in correctional sector.	6	15%	Lectures, Discussions
V	Non government , Non-profit and Voluntary sector NGO – Meaning, Definition, Characteristics, Classification and types of NGOs, Range of Activities of NGOs, Problems of NGOs, Growing Roles and Importance of NGOs, Formation of NGO, Concepts of NGO legislations, Financial Management of NGOs, and Role of HRM. NPO – Meaning, Definition, Difference between NGO and NPO, Types of NPOs, Role of NPOs, Financial Management of NPOs, Role of NPOs, Role of HRM in NPOs. VO – Meaning, Definition, Freedom of Association, Historical Perspective of VO, Features, Objectives and Role of VO, Challenges VO, Role of HRM in VO.	8	25%	Lectures, Discussions

List of Books

Sr. No.	Author	Name Of The Book	Publisher/Edition
1.	S.K.Pant	Social Sector in India	Columbia University Press, 1967
2.	Hans Raj Gugnani	Indian and International Non-government Organizations in the Social Sector: Directory and Funding Sources	Educational Consultants Consortium, 2000
3.	K. Seeta Prabhu	Reforming India's Social Sector: Poverty, Nutrition, Health and Gender	Berghahn Books, 2002
4.	Himanshu Sekhar Rout, Padmaja Mishra	Social Sector in India: Issues and Challenges	Cambridge Scholars Publishing, 2015