Subject: Labour Welfare/Personnel Management/Industrial Relations/
Labour and Social Welfare/Human Resource Management
Code No.: 55

Unit - I

**Principles and Practices of Management:** Development of management
Thought, Contributions of Taylor, Fayol, Mayo, Mary Parker Follett and C.I.
Barnard.

Behavioural Approach, Systems Approach, Quantitative Approach and
Contingency Approach.

**Function of Management:** Planning and Decision Making, Organising,
Staffing, Directing, Controlling, Coordinating.

Unit - II

**Human Resource Management:** Conceptual framework, Human
Resource Planning, Job Analysis, Recruitment, Selection, Placement,
Induction, Training and Development, Performance Management, Job
Evaluation, Compensation Management, Employee Benefits and
Incentives, Managing Career.

**New Trends in HRM:** Changing environment of HRM and contemporary
challenges, Emerging HRM Concepts.
Unit - III


**International Human Resource Management (IHRM):** Organisational context of IHRM, IHRM and Sustainable Business, Functions of IHRM, Cross – Cultural Studies, Cultural Diversity, Transnational Organisations, IHRM models.

Unit - IV

**Organisational Behaviour:** Concept, Scope, Nature of human behavior, Personality, Perception, Learning, Attitude, Motivation, Interpersonal Behaviour, Group Dynamics, Leadership, Communication, Power and Authority, Stress, Organisational Change and Development.

Unit - V

**Industrial Relations:** Concept, Scope, Evolution, Approaches, Actors and Models, Conflict and cooperation, Bi-partitism, Tri-partitism, Collective Bargaining, Workers’ Participation in Management, Grievance Handling and Disciplinary Action, Code of Conduct, Industrial Relations in changing scenario, Employers’ organisations.

**Trade Unions:** Concepts, Evolution, Problems of trade unions in India, Recognition, The Trade Unions Act, 1926. Emerging role of trade unions in India.
Unit - VI


Unit - VII


- The Factories Act, 1948.
- The Inter-state Migrant Workmen (Regulation of employment and conditions of service) Act, 1979.
- The Building and other Construction workers (Regulation of employment and conditions of service) Act, 1996.

Unit - VIII

**Wages**: Concept, Types, Factors influencing wages, Wage Theories and Wage Differentials

- The Payment of Wages Act, 1936.
- The Payment of Bonus Act, 1965.
Unit - IX

Labour Welfare:
Concept, Scope, Types, Theories and Principles, Industrial Health and Hygiene, Industrial Accidents and safety, Occupational Diseases

Social Security: Concept and Scope, Social Assistance and Social assurance.

Unit - X

Labour Market:
Features, Demand and Supply of Labour, Nature and Composition of Indian Labour Force, Unemployment and Underemployment, Types of Labour Market,

Characteristics of Indian Labour Market, New Dynamics of Labour Market in India, Economic Systems and Labor Market, Problems of Labour in India.