

THIRD SEMESTER
Paper I
INDUSTRIAL RELATIONS

Unit-I: Definition, Nature, Scope Objectives Importance. Functions, Limitations of I.R. in India.

Unit-II: Historical Perspective : Industrial Relation in India. Three Actors in Industrial relation. Approaches to Industrial Relations. Role of Government in Industrial Relations. Role of Management & trade unions.

Unit-III: Recommendation of national commission on labour. Employee discipline, Indiscipline, suspension dismissal & retrenchment. Disciplinary Procedure. Domestic enquiry.

Unit-IV: Industrial Relations, Public sector. Public Sector-Objectives, working of public sector, workers in public sector, Industrial Disputes & their causes in public sector. Trade unionism in Public Sector. Labour Problems in Public sector.

Unit-V: Industrial Relations in India, Industrial unrest-before, Independence, After Independence, State and Industrial relations policy.

REFERENCE BOOKS:

Dale ,Yoder	Personnel Management & Industrial Relations.
Northcott	Personnel Management Principles & Practices.
Filippo	Personnel Management.
Sen-Gupta & Other	Personnel Management & Industrial Relations.
Strauss & Sayle	Personnel Management & Industrial Relations.
Indian Institute of Personnel Mgt.	Personnel Management in India.
Charles Myer	Industrial Relations in India.
Rudra Basavraj	Personnel Administration Practices in India.
R.S.Davar	Personnel Management & Industrial Relations.
C.B.Memoria	Personnel Management & Industrial Relations.
P.G.Shejwalkar	Personnel Management & Industrial Relations

Paper II

FUNCTIONAL AREAS OF MANAGEMENT

Unit-I: Introduction to Marketing. Approaches to Marketing. Marketing Planning & Mix. Marketing Research, Channels of Distribution, Consumer Behaviour.

Unit-II: Product Management, Product Management Process Branding & Packaging decisions. Advertising Planning & Execution.

Unit-III: Fundamentals of financial Accounting, Goals & Functions. Financial Analysis & Profit Planning (a) Ratio Analysis (b) Fund flow Statement. Financial Planning.

Unit-IV: Capital Structure Theory & planning of capital structure. Types & Characteristics of corporate scripts. leverages.

Unit-V: Production/Operation Management Introduction. Demand Forecasting. PERT/CPM Materials Management Maintenance Management.

REFERENCE BOOKS:

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| Philip Kotler | Marketing Management |
| V.S. Ramaswamy & S.Namakumari | Marketing Management |
| D. Chandra Bose | Fundamentals of Financial Management |
| S.A.Chunawalla & Patel,
Himalaya Publishing
House | Production & Operation Management |

Paper III

LABOUR LEGISLATIONS-I

Unit-I: Trade Union Act 1926. The trade union bill-1950.

Unit-II: Industrial Disputes Act-1997. with Amendments of 1976, 1984 .

Unit-III: Payment of Wages Act-1936 Minimum wages Act-1948, Industrial Employment (Standing orders) Act-1957.

Unit-IV: Factories Act-1984 with Amendments of 1987.

Unit-V: Contract Labour (Regulations & Abolition) Act 1970. Mines Act-1952. Plantation labour Act-1951.

REFERENCE BOOKS:

18. Deivasigamani Road. Madras	Labour Law journal.
N.D.Kapoor	Handbook of Industrial Law.
P.L. Malik	Industrial Law.

Paper IV

ECONOMICS OF LABOUR

Unit-I: Nature and Scope: Nature and Scope of Labour Economics Peculiarities of Labour. Labour as a Factor of Production Labour Force. Labour Supply. Labour Demand. Labour Supply Overtime.

Unit-II: Labour Market : Concept of Labour Market, Commodity Market and Labour Market. Imperfection in Labour Market, Labour Market Equilibrium, Labour Discrimination.

Unit-III: Labour and Change : Labour and Technological Change, Impact of Rationalisation, Automation, Modernization and Computerisation. Labour Mobility, Human Capital Education and earning, On the job Training and the Wages.

Unit-IV: Labour in India. Labour and Trade Union Labour Market ,Contract and work Incentives, Unemployment.

Unit-V: Labour in India - Labour in Indian context, Organised labour, Unorganized Labour, Labour from Agriculture, Industry and Service Sector.

REFERENCE BOOKS:

Dr.R.Singh & I.C. Singhal	Labour Problems.
A.N.Agrawal	Labour Problems.
R.A.Lester	Economics of Labours.
T.N.Rastogi	Indian Industrial Labour.
Bhagoliwal	Industrial Relations & Economics of Labour.
R.C.Saxena	Labour Problems.

Paper V

RESEARCH METHODOLOGY

Unit-I: Introduction to Research Methodology, Meaning and purpose of Research, Importance of Research, Types of Research, Research Problem, Selection & Formulation, Hypothesis.

Unit-II: Data Collection-Review of literature, Methods and techniques of Data collection, Sampling and sampling Designs, Attitude Measurement and scales.

Unit-III: Presentation and Analysis of Data, Data Processing, Statistical Analysis and Interpretation of data, Model Building and Decision Making.

Unit-IV: Presentation of Report, formats of reports, report writing, substance of report.

Unit-V: Research Paper-Concept, Importance, Preparation and Presentation of Research paper.

REFERENCE BOOKS:

M.R.Cohen & E.Nagar	An Introduction to Logic & Scientific Methods.
A.K.Das Gupta	Methodology of Economic Research.
Yong Pauline	Scientific Social Surveys and Research.
W.J.Good	Methods in Social Research.
Wilkinson & Bhandarkar	Methodology & Techniques of Social Research.

Paper VI

CORPORATE PLANNING

Unit-I: Scope of strategic planning - Definition & Examples, Environmental Scanning & Scenario, development-corporate planning, system & Practices.

Unit-II: Corporate planning in public sector enterprises, preparation of corporate plan ,contents & focus, identification of action choices, Distribution of the corporate plan & constraints.

Unit-III: Syndicate execute in preparation of corporate plan, Managerial Approaches to corporate planning.

Unit-IV: Dissemination of corporate plan for its Implementation, Role clarity & Implementation.

Unit-V: Conference in public sector enterprises, Review of progress- Annual activities plan, Changing role of corporate planning Department.

REFERENCE BOOKS:

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| V.S. Ramaswami &
S. Namakumari | Strategic planning formulation of corporate strategy |
| U.C.Mathur | Textbook of strategic management |
| Vivek Paranjpe | Strategic human resource planning |
| K.Aswathappa &
G. Sudarsana Reddy | Business environment for strategic management |
| Deepak Kumar Choudhary | Corporate Planning in public sector |