

Master of Labour Welfare (MLW)

Semester- 4

Labour Legislation-3

PAPER 507

Objective:

The objective of this course is to acquaint the students with special laws pertaining to wages, working conditions of special groups like contract labour, apprentice, plantation workers. This course also focuses on the legislations related to the health, hazards and accidents.

Learning outcomes:

1. Students should be better at handling wages and salary administration.
2. Students are more informed about vulnerable groups of workers and legal provisions related to them.
3. Students are made aware about the working conditions of workers and legal provisions related to the accidents and hazards.

Module 1 legislations pertaining wages

1.1 The Minimum Wages Act, 1948

1.2 The Payment of Wages Act, 1936

1.3 Payment of Bonus Act, 1965

1.4 Equal Remuneration Act, 1976

Module 2

2.1 The Contract Labour (Regulation and Abolition) Act, 1970

2.2 The Industrial Employment (Standing Orders) Act, 1946.

2.3 Law relating to sexual Harassment of Women at workplace

Module 3

3.1 The Apprentice Act, 1961

3.2 The Mines Act, 1952

3.3 The Plantation Labour Act, 1951

3.4 Employment Exchange Compulsory notification of vacancies Act, 1959

Module 4

4.1 Introduction to legislations related to Accidents.

4.2 The Employee State Insurance Act, 1952

4.3 The Workmen's compensation Act, 1923

Texts:

1. Labour and Industrial Laws, P.K.PADHI, Prentice Hall of India, New Delhi, 2003.
2. Malik, P.L., (2001) Industrial Law, Vol. 1&2, Eastern Book Company.

References

1. S. C. Shrivastava (1985), Social Security and Labour Laws.
2. Mathur D. C., (1989) Contract Labour in India, Mittal Publications, New Delhi.

Master of Labour Welfare (MLW)
Semester- 4

PAPER- 508 Strategic Human Resource Management.

Objective:

The objectives of this course are to understand the link between HRM and business performance and bridging the gap between policy and practice of human resource management.

Learning outcomes:

At the end of this course students should be understand meaning of strategy and strategic HRM. They should understand various theories of SHRM and the link between SHRM and business performance.

Module: 1 Introduction

- 1.1 Strategy ,strategic management and strategic human resource management(SHRM)
- 1.2 Evolution of Strategic HRM
- 1.3 Nature and Aims of SHRM
- 1.4 Impact of SHRM

Module: 2 Approaches to SHRM

- 2.1 Foundations of Strategic HRM
- 2.2 The resource based view of SHRM
- 2.3 Concept of Strategic fit
- 2.4 Basic models of strategic HRM-(best fit, best practice)

Module: 3 HR strategies

- 3.1 Types of HR strategy and conditions for its use
- 3.2 Employee engagement.
- 3.3 Human Capital Management
- 3.4 Knowledge management

Module: 4 Special issues in SHRM

- 4.1 Strategic diversity management
- 4.2 Cross culture HRM
- 4.3 Managing work-life balance
- 4.4 Corporate Social Responsibility

Texts: (1) Armstrong's handbook of SHRM; Michael Armstrong, Koganpage, 2011
(2) Strategic HRM- An Indian perspective- Sharma Anuradha, Aradhna Khandekar, Response Books, New Delhi, 2006.

References: 1.Strategy & HRM (Second Edition) Peter Boxall and John Purcell, Palgrave- Macmillan, 2008.

2. Regis Richards, Strategic HRM & Development, Excel Books, 2008
3. Strategic Human Resource Management, The Aston Centre for Human Resources, JAICO Publishing House, Mumbai, 2008.
4. J. Sadri, S Sadri, N. Nayak, A Strategic approach to HRM, JAICO, 2011
5. Jeffrey Mello, Strategic Human resource Management, Cengage Learning (India ed.) 2011

Master of Labour Welfare (MLW)
Semester- 4

Paper 509

Labour Legislations Paper- 4

Objective: The objective of this course is to acquaint the students with special laws pertaining to unorganized labour as well as child labour, bonded labour, interstate migrant workers, building and construction workers and also understand the functions of various labour related international organizations.

Learning outcomes:

- 1 Students should have better understanding about the problems of unorganised labour and laws applicable to them.
- 2 Students are more informed about vulnerable groups of workers and legal provisions related to them.
- 3 Students should be familiarized about the international organisations working for labour and human rights.

Module 1

- 1.1 Legislative protection to Unorganised Labour
- 1.2 Law for Home based workers
- 1.3 Social security for Unorganised labour
- 1.4 Unorganised sector workers Bill,2003
- 1.5 Unorganised sector workers' Social security Bill,2007

Module 2

- 2.1 The Child labour (Prohibition and Regulation) Act, 1986
- 2.2 The Bonded Labour system (Abolition) Act, 1976
- 2.3 Interstate Migrant Workmen Act, 1979.
- 2.4 The Building and other construction workers (Regulation of employment and conditions of service) Act, 1996

Module 3

- 3.1 The International Labour Organisation and India
- 3.2 Rights of labour protected by Human Rights Instruments.
- 3.3 International labour Standards, WTO, social clause and ILO conventions.

Module 4

Land mark judgments in different Labour Legislations.

Texts:

1. P.K.Padhi, Labour and Industrial Laws, Prentice Hall of India, New Delhi.
2. Raval Kaushik C. & Krishna Pal Malik,(2008), An Introduction to Labour Laws, Mahatma Gandhi Labour Institute.

References:

1. Dr. M. Laxmi Narasaiah , (2007)World trade organization and child labour, Discovery publishing house

Master of Labour Welfare (MLW)

Semester- 4

Paper 510

Organisational Behaviour -2

Objectives: For success in HR field, it is important to understand about employee attitudes and values and how to motivate them. Work stress and conflict are inevitable part of corporate life so it is essential for them to know how to manage it affectively.

Learning Outcomes:

At the end of the course, students should be more aware about behavioral issues in organizations and have better conflict resolution and stress management Skills.

Module - 1: Attitudes and values.

- 1.1 Introduction, components and functions of attitude.
- 1.2 Work attitude
- 1.3 Belief and trust
- 1.4 Values, importance and types of values

Module – 2 Motivation

- 2.1 Motivation : definition and meaning.
- 2.2 Need and process of motivation
- 2.3 The Theories of motivation
- 2.4 Motivation and employee involvement.

Module - 3. Stress Management

- 3.1 Meaning and nature of occupational stress
- 3.2 Sources of stress
- 3.3 Out comes of stress.
- 3.4 Coping strategies for stress.

Module - 4. Conflict management

- 4.1 Nature and Types of Conflict
- 4.2 Levels of Conflict.
- 4.3 Conflict resolution
- 4.4 Negotiation skill and conflict management

Text: (1) P Subba Rao, Management and Organisation Behaviour, Himalaya Publishing House, 2012

(2). Kavita Singh; OB- text and cases, Pearson, 2010.

References: (1) Steven L McShane, Mary Ann Vongling, Radha R Sharma, Organizational Behaviour McGraw hill, 5th edition 2012

(2) Rao V S P, Organization Behaviour, Excel Books, 2011.

(3) Aswathappa K, G Sudarsana Reddy, Managment and Organization Behaviour, HPH. (2012).

Master of Labour Welfare (MLW)

Semester- 4

MLW - 511 PR

Workshops-Seminars

This will be a four credit course.

As Master of Labour Welfare is a professional job oriented degree programme, students will be required to prepare seminars and participate in workshops as per the following guidelines.

Seminars:

Each students of 4th semester will be required to present a seminar on any topic related to curriculum or related extra curricular topics under the guidance and supervision of faculty members. A copy of the text of all such seminars presented by each student should be submitted to practical work faculty and the guide/supervisor. The seminar should be of minimum 30 minutes and each student should present minimum two seminars in the semester.

Work shops:

Department proposes to organize skill oriented workshops for students in the 4th semester related to following themes:

- 1. Communication skills**
- 2. Inter Personal Skills**
- 3. Personality and Professional Development Skills.**

The Department will organize workshops in independently as well as in collaboration with other social organisations to enhance the skills of its students.

Evaluation:

Students will be evaluated jointly by the Fieldwork faculty and faculties supervising Seminars/ workshops out of 100 marks.

The criteria for evaluation will be:

- 1. Regularity / Attendance**
- 2. Selection of topic.**
- 3. Presentation style and Contents**
- 4. Participation And Interaction**

Semester- 4
Master of Labour Welfare (MLW)

MLW 512 PT

Major Project

The objective of this course is to prepare the student to conduct a research study of an industry / organization utilizing the tools and techniques learnt in the two years of study. The focus of the study could be in depth analysis of HR and IR problems of an organization. The student is expected to conduct a detailed survey of literature.

Prior to conduct of the study, a student is required to prepare a short research proposal of the study and it is also expected that the study would lead to recommendations and implement able plans of action.

Format for Preparation of the Proposal:

- Introduction and Statement of Problem
- Short Literature Survey
- Hypothesis (s), if any
- Research Methodology
- Tentative Chapter Plan
- Expected Contribution of the study

The purpose of Project Study for students is to enable them to have an integrated view and understanding of any industry and/or specific organizational problems/issues related to Labour Welfare/Industrial Relations/Human Resource management at hand.

The learning process and preparation of Project Study has to start from Semester III .

Guidelines for project study:

1. For a Project Study, a student should be able to establish the interrelationship among different concepts learnt through various courses that he/she has studied.
2. Select a specific topic and make an in depth analysis of the issues related to that topic based on secondary data collection and validate the same with the help of primary data collection and findings drawn from the same.

Each student will be required to prepare a project report based on the research /studies carried out by him/her in a business/industrial or any other organization. The report should present a problem that is faced or may be faced by the organisation and its possible solutions or suggestions/recommendations for overcoming the problem from the HR perspective.

The report should demonstrate the capability of the student for some creative potential and original approach to solve the practical problems in to-day's business or industry. The report should include field studies, surveys and interpretations, presented in a comprehensive manner with recommendations for solutions.

Report of Project Study:

- Initial pages(Certificate, Acknowledgement, Contents)
- Executive Summary
- Introduction / statement of problem
- Detailed survey of literature
- Methodology / Focus / Scope / Limitations
- Text of the study including analysis
- Conclusions and Recommendations including plan of action.
- Bibliography

Method for Evaluation:

The following parameters should be considered for evaluating the Project Report of a candidate:

- a. Theme & Objective
- b. Clarity & Presentation
- c. Focus & Conclusion
- d. Innovativeness
- e. Learning derived
- f. Methodology used

The internal marks for the project should be allotted out of a maximum mark of 30 by The respective guide of the project and should be sent separately with other Courses' internal marks.