

SARDAR PATEL UNIVERSITY
PROGRAMME: BBA (General)
Semester: IV

Syllabus with effect from: November/December-2019

Paper Code: UM04CBBA21	Total Credits: 3
Title of Paper: Human Resource Management - II	

Unit No.	Description in Detail	Weightage
1	Employee Safety and Health <ul style="list-style-type: none"> • Employee Safety: Meaning, Types of Industrial Accident, Causes of Industrial accident, and Statutory Provisions of Employee safety in India. • Health: Meaning, Occupational Hazards and Diseases, Protection against Hazards, and Statutory provisions of health according to factories act, 1956 	25%
2	Industrial Relations and Industrial Disputes <ul style="list-style-type: none"> • Industrial Relations: Concept, Objectives, Parties, Importance and Approaches • Industrial Dispute: Definition, Forms, Causes and Preventive Machinery (Settlement Authorities) 	25%
3	Trade Union and Collective Bargaining <ul style="list-style-type: none"> • Trade Union: Meaning, Functions, Problems and Measures. Evolution of Trade Union. • Collective Bargaining: Meaning, Strategies and Process 	25%
4	Recent Trends in HRM <ul style="list-style-type: none"> • HRM and Human rights (UNO) • Challenges of HRM at National & International level • HRM & Globalisation • ILO 	25%

Reference Books:

- Personnel Management: C B Memoria & S V Gankar, Himalaya Publishing House
- Human Resource Management: S S Khanka, S Chand
- Human Resource Management: C B Gupta, Himalaya Publishing House
- Text and Cases of Human Resource Management: P SubbaRao, Himalaya Publishing House
- Human Resource and Personnel Management: K Aswathappa