

**SARDAR PATEL UNIVERSITY**  
**Vallabh Vidyanagar**  
**B. B. A. (Honours) Information Technology Management Program**  
**Semester – IV**  
**UM04EBBI05 Human Resource Management-II**  
**(w.e.f. November 2016)**

**Total Credits: 3**  
**Total Marks: 100**

**Unit 1: Employee Safety and Health** **25%**

- Employee Safety: Meaning, Types of Industrial Accident, Causes of Industrial accident, and Statutory Provisions of Employee safety in India
- Employee Health: Meaning, Occupational Hazards and Diseases, Protection against Hazards, and Statutory provisions of health according to factories act, 1956.

**Unit: 2 Industrial Relations and Industrial Disputes** **25%**

- Industrial Relations: Concept, Objectives, Parties, Importance and Approaches
- Industrial Dispute: Definition, Forms, Causes and Preventive Measures and Settlement Authorities

**Unit: 3 Trade Union and Collective Bargaining** **25%**

- Trade Union: Meaning, Functions, Problems and Measures
- Collective Bargaining: Meaning, Strategies, and Process

**Unit: 4 HRM in Global Scenario** **25%**

- Challenges of HRM
- Impact of Globalisation on HRM
- HRIS: Concept, Uses, Design, Advantages & Disadvantages
- Virtual Organisation: Concept, Types, Features, Advantages & Disadvantages

**Evaluation: Internal: 40 Marks (Theory)**  
**: External: 60 Marks (Theory) Two Hour Examination**

**Reference Books:**

1. Personnel Management: C B Memoria & S V GAnkar, Himalaya Publishing House
2. Human Resource Management: S S Khanka, S Chand
3. Human Resource Management: C B Gupta, Himalaya Publishing House
4. Text and Cases of Human Resource Management: P SubbaRao, Himalaya Publishing House
5. Human Resource and Personnel Management: K Aswathappa