

SARDAR PATEL UNIVERSITY
Programme: MHRM
Semester: II
Syllabus with effect from: June 2011

Paper Code: PA02CHRM03	Total Credits: 3
Title Of Paper: Management of Employment	

Unit	Description in detail	Weightage (%)
1	Labour Market Labour markets nature & characteristics of labor markets in developing countries like India Market analysis - Classical, neoclassical & dualistic economy; Labour market policies, Rationalization: meaning, benefits, need and social aspects Modernizations in Indian Industry with reference to labour & productivity	15 %
2	Employment and Development Relationship Poverty & unemployment in developing countries; Unemployment- concept, types & measurement, particularly in India; Employment policy in five year plan & its evaluation.	15 %
3	Wage Wage Concept and Definitions Covers under various labour legislations Concept of minimum wage, living wage & far wage in theory & practice Theory of Wages: Macro and micro Wage components and Methods of wage payments Wage Determinations Process, Wage Fixations and Differentials National wage policy,	20 %
4	Industrial Relations Industrial relations: Concept and evolution, importance, scope, approaches and Factors affecting IR Industrial Dispute : Definitions, causes , settlement & prevention mechanism, ID Act Grievance & Disciplinary procedure : Definitions and Steps	20 %
5	Labour Legislations Labour Legislations in India: Factory act, Industrial Employment standing orders, Contract Labour and Regulations Act, Trade Unions Act.	30 %

Basic Text & Reference Books:

- C. B. Mamoria and Gankar: **Dynamics of Industrial Relations**, Himalaya Publication
- V.V.Giri: **International Labor Management**
- L. Misra 2000: **Child Labor in India**, Oxford University Press, New Delhi
- R. S. Davar, 7th Edition, UBS Publisher: **Human Resource Management**

