

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

Paper Code: PA02CHRM04	Total Credits: 3
Title Of Paper: Employment Welfare Practices	

Unit	Description in detail	Weightage (%)
1	Industrial Development Historical Background of Industrial development and emergence of industrial working class in India, Guild system. Industrialization: Concept and Factors leading to Industrialization.	15 %
2	Labor welfare Concept and need of labour welfare Constitutional provisions: Fundamental Rights and Directive principles. Welfare state and approaches to labour welfare. Principles of labour welfare, labour welfare practices in India	15 %
3	Labor Welfare and Industrial Social work Labour Welfare and Industrial Social work, Labour welfare officer-need, duties and functions	15 %
4	Labor Welfare and Trade Union Trade Union - Concept and History Labour welfare activities of Trade Union Labour welfare funds act.	20 %
5	Welfare Provisions Statutory and Non statutory welfare programs Welfare programs of special categories of labour	10 %
6	General legal awareness for H.R. Functioning Indian contract Act. Companies Act, 1956 R.T.I. with reference to P.S.U and co-operative sector, Consumer Protection Act Income tax Act	25 %

Basic Text & Reference Books:

- Tripathi P. C.: **Essentials of Management**
- S. A. Sherlekar: **HRD Management**
- S. P. Jain: **Industrial Labor Laws**, Dhanpat Rai and Co. 2007.
- Taxman's 2004: **Labor Laws**, Taxman Allied Services Pvt. Ltd.
- A.M. Sharma 1990: **Welfare of Special Categories of Labor**
- Krishna Arora, 2005: **Labor and Industrial Law**, Manual Professional Book Publishers New Delhi

