

**LATE NARAYAN MEGHAJI LOKHANDE  
MAHARASHTRA INSTITUTE OF LABOUR STUDIES  
(Government of Maharashtra)  
D. C. Road, Parel Mumbai-12**

**M. Phil COURSE IN LABOUR STUDIES**

**OF**

**UNIVERSITY OF MUMBAI**

**COURSE TO COMMENCE FROM JUNE, 2017**

## **Introduction :-**

The objective of introduction of M. Phil. course in Labour Studies is to have natural extension of Master's Degree in Labour Studies. This will provide opportunity to those who are in the mid of their career and look out for career opportunities and competency building in the respective branch of knowledge. The M. Phil. course in Labour Studies will focus on the interdisciplinary approach towards understanding and studying labour problems. The thrust of the programme will be on inculcating solution\_based attitude towards the discipline of Labour Studies. The programme will be conducted with three perspectives in mind i.e. teaching, research and consultancy. The students after selecting their electives will be encouraged to take up the problems which are of crucial importance from the policy formulation point of view in different sectors- more specifically labour and industry.

## **Rules for the Degree of Master of Philosophy (M. Phil) in Labour Studies**

### **1. Eligibility and Procedure for Admission :**

Minimum qualification for admission to M. Phil course includes one of the following degrees or their equivalents.

Master of Labour Studies( MLS) with Minimum marks of 50% or its equivalent grade.

OR

Master of Social Work (MSW) with minimum marks of 50% or its equivalent grade.

OR

Master of Management Studies (MMS) with minimum marks of 50% or its equivalent grade.

OR

Master of Business Administration (MBA) with HR Specialization with minimum marks of 50% or its equivalent grade.

OR

Masters Degree (M.A.) under Social Sciences (with Economics or Sociology or Political Science) with Minimum marks of 50% or its equivalent grade.

## **2. M. Phil Entrance Test :**

Admission to the M. Phil course in Labour Studies shall be made on the basis of the performance at a Entrance Test and the interview conducted by the Institute i.e. **Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (Centre)**. There will be State level entrance test which will be held in the first week of July every year. The advertisement for the same will be issued, so as to enable the eligible candidates from all the statutory universities in Maharashtra to apply for the course.

## **3. Duration of the M. Phil Course :**

The duration of the M. Phil course in Labour Studies shall be of two years, including the dissertation. If an M. Phil student is unable to complete his/her course work and dissertation within this period, he/she will be allowed to do so within an additional period of one year. The maximum period of registration of M. Phil. shall be of three years and after which registration will be cancelled.

## **4. Fee Structure :**

The M. Phil students need to pay a tuition fee and other course related fee as per the guidelines provided by the University of Mumbai.

## **5. Academic Structure :**

The M. Phil Course in Labour Studies shall be consisted of three papers, out of which two papers will be compulsory and one will be elective.

### **A. Compulsory Papers :**

**Paper I** : Research Methodology (Total Marks -100)

**Paper II** : Recent Trends in Labour Studies - (Total Marks-100)

### **B. Elective Papers :**

(Note : The M. Phil students will have a choice to select paper No. 3 as per their concerned research area).

**Paper III :**

A : Labour Economics	(Total Marks -100)
B : Labour Policy and Administration	(Total Marks -100)
C : Human Resource Management (HRM)	(Total Marks -100)
D : Industrial Relations (I.R.)	(Total Marks -100)
E : Organizational Behaviour (O.B.)	(Total Marks -100)
F : Globalization and Labour	(Total Marks -100)

6. The intake capacity of M. Phil students of each elective paper is 4 (four) hence the total intake capacity shall be 24 (Twenty four) for the M. Phil in Labour Studies in Late Narayan Meghraj Lokhande Maharashtra Institute of Labour Studies at Parel, Mumbai – 400 012
7. The written examination of the course work will be conducted at the end of the first academic year and in the second year the M. Phil students will complete their research dissertation to be followed by Viva-voce. The norms for standards of passing will be applicable as per guidelines of the course. Each theory paper will have 100 marks (3 Papers X 100 = 300 Marks), the dissertation will have 200 marks, viva-voce for 50 marks and 2 seminars based on Paper III will have 50 marks. The marks for the seminar will be internal marks based on the performance of the student. The marks for seminar will be forwarded by the Institute to the University of Mumbai. Hence the Total Marks for M. Phil. Degree will be of 600 marks and all these marks will be converted into the **Credit-grade based Performance and Assessment System.**

**8. The Credit – Grade based Performance and Assessment (CGPA) system will be applied for M. Phil Examination.**

**Conversion of marks to Grades in Credit System (For 50% passing).**

<b><u>% of marks obtained Out of 100</u></b>	<b><u>Grade</u></b>	<b><u>Grade Point</u></b>
80 – 100	O	08
70 – 79	A+	07
60 – 69	A	06
55 – 59	B+	05
50 – 54	B	04
35 – 49	C	03
25 – 34	D	02
Below 24	E	00

To pass, a Candidate must get **at least 24 Minimum final grade points.**

The Subjectwise Minimum final grade points are as below

<b>Subjects / Papers</b>	<b>Minimum Final Grade Points</b>
Paper-I -	04
Paper-II -	04
Paper-III -	04
Dissertation -	08
Seminar -	02
Viva-voce -	02
<b>Total</b>	<b>24</b>

## **Syllabus for M. Phil course work in Labour Studies :**

### **Paper I : (Compulsory) : Research Methodology**

#### **Preamble :**

The main objective of this paper is to acquaint the students with the knowledge and understanding of various research methods and methodology which are useful to conduct research in Labour Studies. The focus will be on interdisciplinary approach towards the study of labour problems. The objective of their paper will be to inculcate scientific approach towards understanding, studying and solving labour problems. The paper also deals with the simple quantitative tools and techniques which will help students in collecting data, analyzing and drawing inferences as to the hypothesis framed.

#### **I. Introduction of Research :**

- a) Research-meaning definitions, objectives, importance and utility.
- b) Research Problem-Selecting and Necessity of defining the problem
- c) Formulation and Testing of Hypothesis.
- d) Significance of Labour Research.
- e) Labour Statistics – and sources for the same.

#### **II. Research Design, Research Methodology :**

- a) Scientific approach to Labour Research.
- b) Meaning and Need for Research Design.
- c) Features of Good Research Design, Different Research Designs.
- d) Various Research Methods applicable in Labour Studies.
- e) Survey methods, types of surveys, sampling techniques, case studies.

### **III. Methods of Data Collection :**

- a) Sources of Data Collection – Primary sources and Secondary Sources
- b) Participatory observations, Questionnaire, Interview schedule, Field experiments.

### **IV. Processing and Analysis of Data :**

- a) Quantitative and Qualitative analysis : Interpretation and Presentation of Data, Scaling techniques.
- b) Statistical presentation and the use of statistical packages for social research.

### **V. Quantitative Techniques :**

- a) Measures of Central Tendency and Dispersion.
- b) Testing of Hypothesis based on z, t x 2 (chi square test).
- c) Correlation and Regression analysis.
- d) Multi variate analysis.
- e) Computer application for research- use of excel, SPSS, graphical software, multimedia tools.

### **VI. Report Writing :**

- a) Steps in Writing Report
- b) Layout of research report.
- c) Precautions for writing reports.

### **References :**

Bajpai S.R. (1984), Methods of Social Research, Kitab Ghar, Kanpur.

Berson, Conard and Colton Reymod (1971), Research Report Writing for business and Economics, New York, Random House.

Berdie, Douglas R and Andesson, John F (1974) Questionnaires, design and use, Metuchen N. J. the sear escrow press Inc.

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Dandapani's (1971), Fundamentals of Social Survey and Research Methods, The scholars Foundation, New Delhi.

Ghosh B.L. (1982), Scientific Methods and Social Research, Sterling Publishers Pvt. Ltd. Goode William H and Hatt, Paul K. (1952), Methods of Social Research, Mc. Graw Hill Kogkush Ltd.

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Handry A. T. (1999), Operations Research, Prentice Hall of India, New Delhi.

Kothari C.R. and Gaurav Garg (2014), Research Methodology- Methods and Techniques, New Age International (P) Ltd. New Delhi.

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Sharma B.A.V.D. Ravindra and Satyanarayana P. (1983) Research Methods in Social Sciences, Sterling publishers Pvt. Ltd.

Shipaman M.D.(1972),The Limitation of Social Research, Longman London

VasuD.A. de (1980) Surveys in Social Research George Allen and Unwin, London.

Wilk inson T.S. and Bhandarkar P. L. (1977), Methodology and Techniques of social Research, Himalaya Publishing House, Mumbai.

Young Pauline V (1973), Scientific Social Surveys and Research, prentice-Hall of India Pvt. Ltd., New Delhi.



## **Paper – II**

### **Recent Trends in Labour Studies :**

#### **I. Labour Studies – An Interdisciplinary Approach :**

- a. The need for Interdisciplinary Approach.
- b. The Changing context of Labour Problems.
- c. Understanding Dunlop Model.
- d. The changing role of Trade Unions.

#### **II. Labour Market Institutions :**

- a. Changing perspective of Labour Market Institutions.
- b. Labour Market Institutions and Labour Regulations.
- c. Labour Market Flexibility and Employment.
- d. Labour Market Institutions in India and Abroad.

#### **III. Labour Sector Reforms :**

- a. Economic Implications of Labour Unrest.
- b. Dynamics of Labour Management Relations.
- c. Harmonious Industrial Relations and its Contribution to Industrial Development.
- d. Reforms in Labour Sector in India.

#### **IV. ILO and Labour Sector :**

- a. Role of ILO in Labour Protection.
- b. ILO's contribution to understanding and solving labour problems.
- c. The Agenda for Decent Work.

#### **V. Changing Perspective of Labour :**

- a. Changing World of work and its challenges.
- b. Economic Reforms and its implications.
- c. New Horizons in Labour Studies.

**References :**

Unni Jeemol and Uma Rani, Flexibility of Labour in Globalizing India, The challenge of Skills and Technology, Tulika Books, New Delhi (2008).

Best Michael H, The New Competition : Institutions of Industrial Restructuring, Policy Press Cambridge. (1990)

Sharma Alakh N, Flexibility, Employment and Labour Market Reforms in India, EPW Vol. 41, No. 21 , PP 2078-85.

Dreze Jean and Sen Amartya, India Development and participation, Oxford University Press, New Delhi (2002).

Chandland Chritopher, Labour institutions and Industrial Restructuring in India, IRIS – India Working Paper No. 24, University of Maryland (1996).

C.S. Venkata Ratnam, Industrial Relations, Oxford University Press, New Delhi (2006).

Kuhn P.J., The Internet and Matching in Labour Markets, in Jones D.C. Ced., New Economic Handbook, Academic Press Sam Diego.

## **Paper III – A :**

### **Labour Economics**

#### **I. Introduction to Labour Economics :**

- a. Meaning and Nature of Labour Economics.
- b. Scope and Development of Labour Economics.
- c. Labour Force, work force composition and its trends.
- d. Socio-economic conditions of working class.
- e. Approaches to Labour Economics.

#### **II. Labour Market :**

- a. Demand for Labour and Supply of Labour and factors affecting them.
- b. Labour Market processes and Institutionalization.
- c. Migration – Inter state and overseas, Horizontal and Upward labour mobility, Issues and consequences.
- d. Labour Market for women workers.
- e. New Technology and its impact on Labour Market.
- f. Labour Market and skill development.
- g. Recent Trends in Labour Market.

#### **III. Employment and Unemployment :**

- a. Theories of Employment
- b. Employment pattern in India.
- c. Formal and informal Employment analysis.
- d. Unemployment and under employment, types of unemployment, extent of unemployment and changing pattern of unemployment.
- e. Dimensions of unemployment problem in India.
- f. Employment policy and Employment, Generation Schemes in India.

#### **IV. Labour and Economic Development :**

- a. Labour- under utilization and poverty in the developing countries.
- b. Status of Labour in India.
- c. Skill Development in India.

**V. Wage structure and Wage policy :**

- a. Basic concepts of Wages
- b. Components of Wage structure.
- c. Theories of Wages.
- d. Wage Differentials in India.
- e. Principles of wage determination.
- f. Development of a wage system.
- g. Wage policy issues in wage policy.
- h. Wage- Employment-Income and price movement.
- i. Wage policy for a developing Economy.

**VI. Social Security :**

- a. Concept and scope of social security.
- b. ILO and social security.
- c. Social Security measures in India.
- d. Social Security policy and Administration-problems and solutions.
- e. Social security perspective in 21<sup>st</sup> Century.

**VII. Labour Productivity :**

- a. Concept and measurement of Labour Productivity.
- b. Critical significance of Labour Productivity.
- c. Labour standards and Labour Productivity.
- d. Sharing Gains of Labour Productivity.

**VIII. Labour problems, Perspective and Policy :**

- a. Labour problems in India.
- b. Absenteeism and Labour Turnover.
- c. Problems of Women Employees.
- d. Problems of employment of educated, child labour, contract labour  
Bonded labour.
- e. New Technology and Labour – its implications on employment.
- f. Labour in Co-operatives.
- g. Labour in Public and Private sector.
- h. Labour Policy in India.
- i. Five Year Plan and Labour Policy.
- j. Labour Perspective in 21<sup>st</sup> Century.
- k. Compilation of Consumer Price Index.

**References :**

Bellante, Don and Jackson Mark (1979), Labour Economics, Mc Graw-Hill Book Co. London.

Bhagoliwal T. N. (1982), Economics of Labour and Industrial Relations, Sahitya Bhavan, Agra.

Cole Rober E. (1980), Work, Mobility and participation, University of California Press, London.

Credy John and Thomas (1982), The Economics of Labour, Butterworth Scientific, London.

Fallon Peter and Verry Donald (1989), The Economics of Labour Markets, Heritage Publishers, New Delhi.

Hunter L.C. and Mulvey C. (1981), Economics of Wages and Labour,, The MacMillan Press Ltd.,

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ILO (1987) Monitoring Labour Markets, ILO, Geneva.

Pandey P.C. (1980), Wage policy and planning in India, Criterion Publications, New Delhi.

Pant S.C. (1985), Indian Labour Problems, Chaitanya Publishing House, New Delhi.

Reynolds E.A. (1981), Industry and Labour - Ramaswamy Uma An Introduction, Oxford University Press Delhi.

Reynolds Lloyd G. (1982), Labour Economics and Labour Relations, Prentic – Hall Inc. (3<sup>rd</sup> Ed.).

Sapsford David (1981), Labour Market Economics, George Allen and Unwin, London.

**Paper – III –B :**

**Labour policy and Administration**

**I. Labour and Development Planning :**

- a. Labour field and stages of planning.
- b. Initial requirements, Information and policy-making.
- c. Agencies and Resources.
- d. Supervision of plan implementation.

**II. Labour Policy of India :**

- a. Labour policy and Economic Development.
- b. ILO and Labour policy in India.

**III. Wage policy – as a part of Labour policy :**

- a. Development of Wage system, Wage structure.
- b. Trends in minimum wages and real wages.
- c. Changing wage structure in formal and informal sector.
- d. Wage, Income and price movement.
- e. Social foundations of Wage policy.
- f. Issues in Wage policy.
- g. National Wage Policy- Recent trends and perspective.

**IV. Labour Administration in India :**

- a. An overview of Labour Administration in India.
- b. Labour policy Administration.
- c. Labour Law Administration.
- d. Labour Relations Administration.
- e. Labour Welfare Administration.
- f. Labour Employment and Training Administration.

**V. Comparative view of Labour Administration in Selected States :**

- a. Labour Administration in Maharashtra.
- b. Labour Administration in Andhra Pradesh, Tamil Nadu, Kerala, Karnataka, West Bengal, Gujarat and Uttar Pradesh.

**VI. ILO and Labour Administration :**

- a. International Labour Standards concerning Labour Administration.
- b. Participative Administration – Consultation, Agencies and Machineries for Industrial Relations.

**VII. Labour Administration – The International Perspective :**

- a. Labour Administration in South Asian Countries.
- b. Labour Administration in European Countries
- c. Labour Administration in United States.

**VIII. Statistics and Research For Labour Administration :**

- a. Statistical tools used for labour research.
- b. Main groups of labour statistics, compiling agencies and problems Research Facilities.

**References :**

See Michel Wallin, Labour administration : origins and Development International Labour Review (Geneva ILO) July, (1969).

Husband J.I. Labour Administration- A General Introduction, International Labour Office, Geneva (1980).

Sharma A.M. Labour Administration in India, Himalaya Publication House (1993).

Mukharji Radhakamal, The Indian Working Class, Hind Kitabs Ltd. Mumbai (1951).

Mongia J.N. , Regardings in Indian Labour and Social Welfare, Ahtma Ram and Sons, Delhi, (1976).

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Report of The Second National Commission on Labour (2002) Govt. of India.

ILO : Labour Administration : Role, functions and organisation, Report V(I), International Labour Conference, 6<sup>th</sup> Session, (1976).



**Paper – III –C :**

**Human Resource Management (HRM) :**

**I. Nature of Human Resource Management and Human Resource Planning :**

- a. Introduction.
- b. Functions of Human Resource Management and Human Resource Planning.
- c. Factors affecting Human Resource Management and Planning.
- d. Role of Human Resource Management in Strategic Management.

**II. Recruitment, Selection, Training and Development :**

- a. Conceptual Understanding.
- b. Recruitment and Selection Process.
- c. Objectives of Training.
- d. Identification of Training Needs.
- e. Methodology of Training and Development.
- f. Evaluating the Training Programmes.

**III. Performance Appraisal, Job Evaluation and Succession Planning :**

- a. Methods of Performance Appraisal.
- b. Job Evaluation Process.
- c. Job Evaluation Methods.
- d. Features of Succession Planning.

**IV. Human Resource Audit (HR-Audit) :**

- a. Nature of HR Audit.
- b. Approaches to HR-Audit.
- c. Role of HRD Audit in Business Improvement.
- d. Audit and HRM Research.

**V. Human Resource Management in India-Emerging Issues and Challenges :**

- a. HRM Challenges for the Contemporary Business
- b. Managing Diverse Work force- Including Gender Diversity.
- c. Employee Branding – HRM Strategy.
- d. Occupational Health and Safety – Corporate Social Responsibility.
- e. Approaches to evaluate HR Functions.
- f. HRD and Organisational Effectiveness.
- g. Human Resource Accounting.
- h. Collaborative Approaches and Techniques in HRM.
- i. Challenges before HRM.
- j. Future of HRM.
- k. International HRM.

**VI. Human Resource Research Methods :**

- a. Principles of HR Research.
- b. Tools and Techniques of HR Research.
- c. Human Resource Planning Research.
- d. Compensation Research.
- e. Research on Employee Motivation.
- f. Training and Development Research.
- g. Performance Management Research.
- h. Research in Organisational Culture and Development.
- i. HR Accounting and Audit Research.

**References :**

Arul Jyoti, S.K. Podder and A.V. Sanntosh Kumar, Human Resource Management, Himalaya Publishing House, 2013.

Daniel R. Tobin and Margaret S. Pettingell, The AMA Guide to Management Development, American Management Association, 2008.

Dipak Kumar Bhattacharyya, Human Resource Research Methods, Oxford University Press, 2007.

Ganesh Shermon, Competency Based HRM, A Strategic Resource for Competency Mapping, Assessment and Development Centres, Tata McGraw-Hill Publishing Company Ltd. New Delhi, 2004.

Gary Dessler and Biju Varkkey, Human Resource Management, Pearson Education, 2011.

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H.L. Kaila, Human Resource in an Indian Context, (Some Special Concerns), The Associated Publishers, 2008.

John M. Ivancerich, Human Resource Management, Tata Mc Graw – Hill, 2004.

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Luis R. Gomez and et- al, Managing Human Resources, Prentice – Hall of India, 2003.

Neeta Sharma, Human Resource Management in 21<sup>st</sup> Century, Challenges for the Future, Kumud Publications, Delhi, India, 2014.

Prafull Anubhai, The IIMA Story, the DNA of an Institute, Random House India, 2011.

Rabindra Kumar Pradhan, Chinmaya Kumar Podder, Human Resources Management in India, Emerging Issues and Challenges, New Century Publications New Delhi, India, July 2013.

Ram Kumar Balyan and Suman Balyan, Human Resource Development (Text and Cases), Himalaya Publishing House, 2012.

Sheikh A. M., Human Resource Development and Management, S. Chand and Company Ltd., New Delhi, 1999.

Tanuja Agarwala, Strategic Human Resource Management, Oxford University Press, 2007.

Udai Pareek and T.V. Rao, Designing and Managing Human Resource Systems, Oxford and IBH Publishing Co. Pvt. Ltd. New Delhi, 1981.

Venkataratnam C. S. and Srivastava B. K., Personnel Management and Human Resources, Tata Mc Graw- Hill Publishing Co. New Delhi, 1991.

Wayne F. Cascio, Managing Human Resources, Mc Graw- Hill, New York, 1995.

William J. Rothwell, Strategic Human Resource Planning and Management, Prentice Hall, 1998.

## **Paper – III D**

### **Industrial Relations (IR)**

#### **I. Introduction to Industrial Relations :**

- a. Meaning and scope of Industrial Relations.
- b. Philosophy of Industrial Relations.
- c. Changing Structure of Industrial organizations.
- d. Evolution of Industrial Relations policy in India.

#### **II. Approaches to Industrial Relations :**

- a. The systems Framework.
- b. Theoretical perspectives.
- c. Partnership model for sound Industrial Relations.
- d. Industrialization strategy and Industrial Relations.
- e. Globalization and Industrial Relations.

#### **III. Industrial conflict and Disputes :**

- a. Nature, causes and contents of Industrial Disputes.
- b. Cost of Industrial unrest.
- c. Cost and benefit aspects of Industrial Relations.
- d. Conflict Resolution – Systems of Industrial Relations.

#### **IV. Negotiations and Collective Bargaining :**

- a. Concept and nature of collective bargaining.
- b. Negotiating Techniques and skills.
- c. The legal framework of collective bargaining.
- d. Levels of Bargaining and Agreements.

**V. Industrial Relations Machinery :**

- a. Growth and development of Industrial Relations Machinery in India.
- b. Industrial Relations Machinery at the centre and in the state level.
- c. Labour Commissioner offices, Labour and Industrial Courts and Tribunals.
- d. Industrial Relations at plant level.

**VI. Comparative Industrial Relations :**

- a. Industrial Relations in UK, USA, Japan, Australia, West-Germany, Yugoslavia.
- b. Industrial Relations in the Third World Countries.
- c. Industrial Relations – Global scenario.

**VII. Trends in Industrial Relations :**

- a. Changing Industrial and Social environment.
- b. Organizational discipline and effective grievance handling system.
- c. Collective bargaining with safety, health and environmental protection.
- d. Recent trends and emerging issues in Industrial Relations.

**VIII. Industrial Relations perspective :**

- a. Traditional perspective to transformational perspective.
- b. Role of Trade Unions, Management and Government in Industrial Relations.
- c. Role of Law in Industrial Relations.
- d. Changing perspective of Industrial Relations in 21<sup>st</sup> Century.

## **References :**

Aggarwala, Dharma Viva (1982), Industrial Relations and Collective bargaining, Deep and Deep Publications, New Delhi.

Arya P.P. (1982), Labour Management Relations in public section undertaking, Deep and Deep Publication, New Delhi.

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Dayal Saheb (1980), Industrial Relations System in India – A Study of vital issues, sterling publishers Pvt. Ltd. New Delhi.

ILO (1985), The Trade Union situation and Industrial Relations in Yugoslavia.

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Sjirali Taishiro (1982), Contemporary Industrial Relations In Japan, University of Wisconsin Press.

Srivastava Suresh C. (1983), Industrial Relations Machinery – structure, working and the Law, Deep and Deep Publications, New Delhi.

Verma Pramod (1981), Management of Industrial Relations, Oxford and IBH Publishing Co. New Delhi.

Virman B.R. (1989), Participative Management versus collective bargaining, Vision Books Pvt. Ltd., New Delhi.

## **Paper - III – E**

### **Organisational Behaviour (O.B.)**

#### **I. Understanding Human Behaviour :**

- a. Basic Human Behaviour Analysis
- b. Human needs and Motivational Process.
- c. Personality Development.
- d. Behaviour Analysis in perspective Theory 'X' and Theory 'Y'.

#### **II. Human Problems :**

- a. Work and Work Environment.
- b. Human Problems in Industry.
- c. Job Performance and Measurement.
- d. Work Ethic and Their Effects.

#### **III. Organisational Structure and Organisational Behaviour Dynamics :**

- a. Organisational Structure and Processes.
- b. Organisational Theories.
- c. Scientific approach to Organisational Behaviour.
- d. Dimensions of Organisational Behaviour.
- e. Group Behaviour and Group Dynamics.
- f. Organisational change and Development.
- g. Organisational Design.

#### **IV. Emotional Intelligence and Industry, Corporate Sector :**

- a. Concept of emotional intelligence.
- b. Understanding of emotional quotient.
- c. Application of Emotional quotient in Organisation context.



**V. Development of Leadership:**

- a. Leadership in Industry.
- b. Theories and Techniques.
- c. Leadership Behaviour and Effectiveness.
- d. Leadership and Problem Solving.
- e. Leadership in Decision Making.
- f. Emotional Intelligence and Leadership Development.

**VI. Application of Research in Organisational Behaviour in Decision Making****VII. Models of Organisational Behaviour :**

- a. Emphasis on higher order needs.
- b. A system approach.
- c. A contingency approach.
- d. A Social approach
- e. The Role of Organisational Behaviour a formula.
- f. Human Resource Accounting.

**VIII. Quality of Work Life :**

- a. Understanding quality of Work Life.
- b. Job enrichment.
- c. Enriched Socio-technical Work Systems.

**References :**

Davis Keith and Newstorm John W, Human Behaviour at Work : Organisational Behaviour, McGraw Hill Book Company, New York, (1985).

Luthyhans Fred, Organisational Behaviour Prentice-Hall, Inc. New Jersey, (1977).  
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Newman Derk, Organisation Design – An Analytical Approach to the structuring of Organisations, Edward Arnold Ltd., London, (1973).

Pareek Udai, Organisational Behaviour processes, Rawat Publications, Jaipur (1988).

Robertson Ivan t and et al, Human Behaviour in Organisations, MccDonald and Evans Ltd., Estoner, (1983).

**Paper – III (F) :****Globalisation and Labour :****I. Globalization :**

- a. Meaning, conceptual understanding.
- b. Globalization and Economic Growth.
- c. Globalization and poverty alleviation.

**II. Globalization and Labour :**

- a. Impact of globalization on labour
- b. Contractual Employment – causes and consequences.
- c. Globalization and Informal Economy.
- d. Labour in formal organizations.

**III. Globalization and Indian Labour Market :**

- a. Status and Trends in Indian Labour Market.
- b. Indian Labour Market in the Era of Globalisation.
- c. Emerging Employment Patterns in Indian Labour Market.
- d. Women in Indian Labour Market.

**IV. Institutional Mechanisms and Indian Labour :**

- a. International Labour Organisation (ILO).
- b. World Trade Organization and Labour Linkages.
- c. National and International Labour Standards.
- d. Labour in Global Perspective.

**V. Social Protection and State :**

- a. Social Justice through Social Security.
- b. Corporate Social Responsibility and Social Audit.
- c. Labour Welfare and Social Welfare in the era of Globalization.
- d. Trends in Labour Welfare in India.
- e. Decent work and Social Dialogue.
- f. Decent Work and The 2030 - Agenda for Sustainable Development.

## **VI. Globalization and Labour Laws :**

- a. Indian Labour Laws and Industrial Relations.
- b. Labour Movement/Trade union Movement and Labour Laws.
- c. Public policy and Labour Laws.
- d. Reforms in Labour Laws.

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