

Name of Faculty	:	Faculty of Social Work
Name of Program	:	Master of Social Work (MSW)
Course Code	:	2MSW05
Course Title	:	Labour Welfare and Human Resource Management
Type of Course	:	Professional Core (PC)
Year of Introduction	:	2023-24

Prerequisite	:	-
Course Objective	:	Understand the historical emergence of the industrial working class in India and the concept, nature, and objectives of labor welfare. Explore the principles of labor laws and their application. Develop knowledge of personnel/human resources management, including concepts, principles, and functions. Gain insights into manpower planning, recruitment, selection, HRD, training and development, employee engagement, industrial relations, and performance appraisal systems.
Course Outcomes	:	At the end of this course, students will be able to:
	CO1	To understand process of industrial development, Labour Welfare and industrial relations
	CO2	To gain knowledge of industrial field and to understand procedures and practices.
	CO3	To Equip with knowledge of labour welfare and human resource management

Teaching and Examination Scheme

Teaching Scheme (Contact Hours)			Credits	Examination Marks				
L	T	P		Theory Marks		Practical Marks		Total Marks
			C	SEE	CIA	SEE	CIA	
2	0	0	2	70	30	0	0	100

Legends: L-Lecture; T-Tutorial/Teacher Guided Theory Practice; P-Practical, C - Credit, SEE - Semester End Examination, CIA - Continuous Internal Assessment (It consists of Assignments/Seminars/Presentations/MCQ Tests, etc.)

Course Content

Unit No.	Topics	Teaching Hours	Weightage	Mapping COs
1	Historical background of industrial Development, Emergence of industrial working class in India Emergence of industrial working class in India.	2	7%	CO1
2	Concept of labour welfare Nature and objectives of labour welfare	2	7%	CO1
3	Principles and theories of labour welfare Principles of labour laws Factories Act 1948 The Payment of Wages Act 1936 The Minimum Wages Act 1948- an overview	4	15%	CO CO2
4	Personnel/Human Resources management Concepts , need, scope, and personnel management	2	7%	CO1
5	Principles of personnel management/ Human Resources Managerial and operative functions of personnel management	4	15%	CO1 CO2
6	Manpower planning Significance, objectives and methods	2	7%	CO2
7	Recruitment-policy Internal and external sources Selection procedures and steps	2	7%	CO2
8	HRD, training and development Need, Principles , Types and methods of training Employees engagement	2	7%	CO3
9	Industrial relations Concepts, Components and Approaches	2	7%	CO3
10	The Industrial Employment (Standing Order) Act1946 Industrial Disputes Act 1947 The Trade Union Act 1926 - An overview	2	7%	CO3
11	Performance Appraisal System: Concept, need, methods and type of performance appraisal	2	7%	CO3
12	Organization Behavior Organization development interventions	4	7%	CO3

Suggested Distribution of Theory Marks Using Bloom's Taxonomy						
Level	Remembrance	Understanding	Application	Analyse	Evaluate	Create
Weightage	25	25	25	25	-	-

NOTE: This specification table shall be treated as a general guideline for the students and the teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Reference Books

Sr. No.	Name of Reference Books
1	AshwsthappaK(2006),—Human Resource and Personnel Management(4 TH edition),Tata McGrew-Hill publishing Company Ltd, New Delhi
2	Deccanzo David A. Robbins Stephen(2005) Fundamentals Of Human Resource Management. John Wiley and Sons USA
3	Flippo Edwin B. (1999)Personnel Management, Mc Grew Hill Book Company, New York
4	Jain S.P.(2008)—Industria land Labour laws!Dhanpat Rai and Company,NewDelhi
5	Punekar, deodhar, Sankaran (2004),—Labour Welfare, Trade Unionism and Industrial Relations Himalaya Publishing House, NewDelhi