

Ph.D. Course Work
Personnel Management & Industrial Relations

Paper-II

Aims & Objectives :-

The basic aim of this paper is to make students acquainted with Research Methods and the recent thrust areas or the front running areas of research in Personnel Management & Industrial Relations, HRM & HRD. Labour Laws, Labour Economics, Social Security, Finance & Marketing in the new economic era. IT era or digital era.

Unit-I Labour Economics & Environment

Economic Reforms and Changing Labour market segments, Labour Migrations, Changing world of work. Poverty, Economic disparity & Inequality, unemployment & sustainable development, Informality, Productivity & Skill development. Made in India, Start-up India & Young India. Unorganised Sector & its Challenges.

Unit-II Organisational Behaviour

Organisational Culture & Changing Cultural dimensions. Work culture, women at work place. Global Mindset, Global Leadership. Organisational Innovation, Global workforce diversity. Ethics and values in Management. Indian Ethos and Global values. Motivational Aspects of Employee encouragement.

Unit-III Industrial Relations

Recent Trends of Industrial Relations, Changing attitude of Actors of Industrial Relations. Conflict Management, Participative Management contemporary collective bargaining. MNCS and Industrial Relations. Technological change and Industrial Relations.

Unit-IV Labour Legislations

Indian Constitutions and Labour, Effective implementation of Labour Laws and regulations in the wake of economic reforms. Labour Law reforms keeping in view of the present market segments. Protective, Regulative and Social Security Legislations. Wage Regulations. ILO and Labour Laws. Labour Administration Machineries at Central & State.

Srinata Ray
Head
Department of Personnel Management
and Industrial Relations
Patan University, Patna

(R)
3/07/2015
3/07/2015
3/07/2015

Unit-V Human Resource Management & Development

Recent Trends of HRM & HRD. Challenges of HRM & HRD. Employees Engagement, Talent Management, Green HRM, Managing Workforce Diversity. Performance Management System. Employees Empowerment, Strategic HRM & HRD Cross-culture Management, Strategic Employees Relations. Strategic Employees Development and Change, Employees Retentions & Work life-Balance.

Suggested Readings

1. Dessler, Gary - Human Resource Management, Printice Hall of India.
2. Bloom and Northrup - Economics of Labour Relations.
3. Sinha PRN - Industrial Relations & Labour Legislation, Pearsons, Mumbai.
4. C.S. Venkata Ratnam - Industrial Relations. Oxford Publications, New Delhi.
5. Rao, VSP - Human Resource Management. Excell Books, New Delhi.
6. Pandit K. - International Industrial Relations. Himalaya Publishing House, Mumbai
7. Lester, Richard. A - Labour Economics
8. Taxmann - Labour and Industrial Laws Manual Universal Publication.

Sunita Roy
3/7/19

(K)
03/07/19

QCP
3/07/19

Head
Department of Personnel Management
and Industrial Relations
Patna University, Patna

03/07/19