

Veer Narmad South Gujarat University, Surat.

Third Year B.Com.

Management Paper - III

(In Force from June 2006)

Objectives of the course

1. To provide conceptual and procedural knowledge in the area of industrial Relation and Industrial conflict
2. To develop the analytical and decision taking abilities in the student's through case studies.

Course Contents :-

1. **Industrial Psychology** : Definition and Nature Industrial Psychology, Scope of Industrial Psychology, Problems in Industrial Psychology. Basic Concepts of Industrial Psychology (Causation of Behavior, Industrial Differences in Intelligence. Interest. Personality Characteristics, Learning Perceptions.)
2. **New Trend in Engineering Psychology** : Human Engineering, Display and Control Principles, Principles of Human Performance Studies on Perceptual motor Performance , Perceptual Motor Skills in Tracking Principles of Information Processing Behavior, Industrial Fatigue and its Effects on Human Performance, Techniques of Reducing Physical Fatigue. Boredom and Monotony Environmental Factors Affecting Human Performance
3. **Industrial Accidents and their Prevention** : Definition Situational Factors in Accidents, Individual Factors in Accident, Accidents Proneness, Other Personal Factors Strategies for Preventing Accidents.
4. **Discipline and Grievance** : Meaning and Types of Discipline, Causes of Indiscipline, Essentials of Good Disciplinary System, Causes of Grievances , Grievances Procedures, Grievances redressal in India.
5. **Industrial Relation & Industrial Disputes** : Concept, Objectives & Approaches, Causes and Measured for Industrial Relations, Industrial Unrest in India , Causes of Industrial Disputed, Preventive And settlement Machinery

6. **Employee Welfare** : Meaning and Significance of Labour welfare, Labour welfare Agencies, Labour welfare Officer, His Role. Types of welfare Services, Statutory welfare Provisions .
7. **Case study** based on any of the above Topics.

BOOKS FOR SUGGESTED READING

- 1 Human Resource Management And Industrial Relations By P. Subba Rao
(Himalaya Publications
- 2 Human Resource Management By C.B. Gupta (Sultanchand and
Sons)
3. Industrial Psychology By P.K. Ghosh & M.B. Ghorpade
(Himalaya Publications)
4. Modern Business Organization And Management By S.A. Sherlekar and
V.S. Sherlekar (By Himalaya Publications)