

VEER NARMAD SOUTH GUJARAT UNIVERSITY

MASTER OF BUSINESS ADMINISTRATION

(Evening)

(With Effect From July 2002)

Semester – VI

Optional Courses

**8. Human Resource Management & Organizational
Development Group**

OHR 601 Legal Aspects of Labour Management

**OHR 602 Human Resource Planning & Development
– Strategies and Systems**

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MBA (Evening)

Semester – VI

Human Resource Management &Organizational Development Group

OHR 601

Legal Aspects of Labour Management

Objectives:

The objective of this course is to develop an understanding of various labour laws necessary for effective management of labour force.

Course Contents:

The factories Act. The Trade Unions Act. The Industrial Disputes Act, The Payment of Wages Act, The Minimum Wages Act, The Employee's State Insurance Act, The Workman's Compensation Act, The Payment of Bonus Act, The Employees' Provident Fund and Miscellaneous Provisions Act, Payment of Gratuity Act, Industrial Employment (Standing Orders) Act, The Employment Exchange, Compulsory Notification of Vacancies Act.

Suggested Readings:

1. R.C.Chawla & K.C. Garg : A text Book of Industries Law, Kalyani Publishers, Ludhiana, 1979.
2. S.N.Mishra : Industrial Law, Allah bad Law Agency, Allah bad 1982.
3. P.L. Malik : Industrial Law, Eastern Book Company, Luck now, 1980.
4. V.N. Pandey :Text Book of Labor and Industrial Lays : Estern Book Company, Luck now,1980.
5. N.D.Kapoor : Hand Book of Industrial Law : Sultanchand Sons, New Delhi,1980.

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Human Resource Management & Organizational Development Group

OHR 602

Human Resource Planning & Development – Strategies and Systems

Objectives:

The purpose of this course is to facilitate an understanding of the concepts, methods and strategies for HRD.

Course Contents:

Field of HRD - Concepts, Goals, Challenges; HRD Climate and Practices in India; Staffing HRD Function; Developing HR Strategies; HRD System Design Principles; Design & Administration of Select HRD Systems; HRD for Workers; HRD Intervention; HRD Approaches for coping with Organisational Changes; Case Studies of HRD in Indian Organizations.

Suggested Readings:

1. Dayal, Ishwar. Successful Applications of HRD. New Delhi, New Concepts, 1996.
2. Dayal, Ishwar. Designing HRD Systems. New Delhi, Concept, 1993.
3. Kohli, Uddesh & Sinha, Dhimi P. HRD- Global Challenges & Strategies in 2000 A.D. New Delhi, ISTD, 1995.
4. Maheshwari, B.L. & Sinha, Dhimi P. Management of Change Through HRD. New Delhi, Tata McGraw Hill, 1991.
5. Pareek, U. etc. Managing Transitions: The HRD Response. New Delhi, Tata McGraw Hill, 1992
6. Rao, T V. etc. Alternative Approaches & Strategies of Human Resource Development. Jaipur, Rawat, 1988.
7. Silvera, D N. HRD: The Indian Experience Delhi, New India, 1991.