

M.Phil Programme in Labour Welfare

M.Phil

Paper- I Research Methodology and Statistics

This is an introductory course in social science research methodology. It is designed to introduce the student to basic concepts and problems encountered in social scientific investigation, including types of data and measurement, sampling, and research design. This course will emphasize the importance and limitations of theory and methodology in social science research as well as the purpose of applied research, program evaluation, policy analysis, and research ethics.

Course Objectives:

1. Familiarity with various methods of conducting empirical research.
2. Familiarity with important research terms and concepts.
3. Ability to assess the benefits of research applied to social sciences.
4. Clarity of thinking in collection and interpretation of numerical data.

Course Contents:

1. Introduction to Research Methodology
Meaning of research and scope of research methodology, Stake holders of social research, Ethical considerations.
2. Research Problem
Identification of the problem area, selection of the problem, Formulation of the research questions, pilot study.
3. Research Design
Meaning and components of research design, Importance of designing research, typology of research designs.
4. Hypothesis
Meaning and role of hypothesis, structure of a hypothesis: concepts, constructs and variables, the relationship between variables, Types of hypothesis, strong and weak hypothesis.
5. Sampling
Sampling theory, sampling methods and techniques, sample size, sample error.
6. Data collection
Sources: Primary and secondary, data matrix, unit of data collection and unit of data analysis, methods and tools of data collection, Interview and questionnaire and their types, observation and its types, scaling and testing techniques, reliability and validity of instruments.
7. Data Analysis
Analysis of quantitative data: descriptive statistics, inferential statistics, test of significance, parametric and non parametric tests, presentation of data, computer software for quantitative data analysis.
8. Reporting research
Structure of a research report, writing quantitative and qualitative research.

Basic Text Books:

1. Donald R Cooper, Pamela S Schindler (2006), Business Research Methods, 9th Edition, The McGraw-Hill Companies

2. William G Zikmund (2006), Business Research Methods, 7th Edition, Thomson South-Western.
3. Bhattacharyya Dipak Kumar, (2007) Human Resource Research Methods, Oxford University Press, New Delhi.
4. Bryman Alan, Business Research Methods, (2008) Oxford University Press, New Delhi.

References:

1. Online Statistics textbook by Statesoft.
2. Anderson, Theodore Wilbur. An Introduction to Multivariate Statistical Analysis. New York: Wiley, 1958
3. Babbie, E & Halley, F.(1998). Adventures in Social Research: Data Analysis using SPSS for W95, Pine Forge Press.
4. Berg, Bruce L., 1995. Qualitative Research Methods for the Social Sciences, Boston: Allyn and Bacon.
5. Bowen, Bruce and Herbert F. Weisberg, 1980. An Introduction to Data Analysis, San Francisco: W.H. Freeman and Company.
6. Edwards, Allen L. An Introduction to Linear Regression and Correlation., San Francisco: W.H. Freeman, 1976.
7. Ellis, Lee, 1994. Research Methods In Social Sciences, Wisconsin: Brown and Benchmark Publications.
8. Gujarati, D.N. (1988). Basic Econometrics. New York: MacGraw-Hill.
9. Lapin L.L.(1991). Quantitative Methods for Business Decisions. New York: Harcourt Brace Jovanovich Publishers.
10. Neuman, W.Lawrence, 1994. Social Research Methods: Qualitative and Quantitative Approaches, Boston: Allyn and Bacon.
11. Popper, K.R. (1959), The Logic of Scientific Discovery, New York, NY: Basic Books.
12. Popper, K.R. (1972) Objective Knowledge, Oxford, U.K.: Clarendon.
13. Sirkin R.M. (1995). Statistics for the Social Sciences. Sage.
14. Tabachnick Barbara & Linda S. Fidell (1989). Using Multivariate Statistics. Cambridge: Harper & Row.
15. Triola, M (1997) Elementary Statistics. Addison Wesley.
16. Wonnacott, TH & Wonnacott, RJ (1990). Introductory Statistics, 5th Edition. Wiley.
17. Krishnaswamy K. N. (2006) Management Research Methodology Integration of Principles Methods and Techniques, Pearson Education New Delhi.
18. David C Howell, (2007) Statistical Methods for Psychology, Thomson Learning, New Delhi.

Course Objectives:

The main objective is to introduce concept, system, and practices of Industrial Relations in Indian context and to make students understand major industrial Relations functions at various levels of organization and to develop their skill to analyze present and future trends in Industrial Relations practices. It also focuses on providing knowledge and skills necessary for HR managers to work competently in changing organizational and social environment.

Course Content:

1. **Industrial Relations:** Definition, Importance, Scope and Components of Industrial Relations, Factors affecting Industrial Relations, Characteristics of Indian Industrial Relations System.
2. **General issues:** Achieving competitiveness, Effective IR is a key to improved Enterprise performance,
3. **Specific issues:** The employers' response, The roles of employers' organizations The roles of government and trade unions.
4. **Industrial Disputes:** Definition, Classification of Industrial Disputes, Causes of Industrial disputes, Impact of Industrial dispute.
5. **Industrial Unrest:** Strike, Lockouts, Topologies of Strikes, Illegal strikes, Prevention of strikes.
6. **Tripartite Bodies:** The Indian Labour conference, Its importance and role in maintaining industrial relations, code affecting industrial relations, Impact of International Labour Code in industrial relations.
7. **Bipartite Bodies:** Work committee and Joint, Management councils-its compositions and Functions.
8. **Standing Orders:** Meaning, Objectives and Evolution of Standing orders.
9. **Collective Bargaining:** Meaning, Main Features of Collective bargaining, Importance, Principles of Collective Bargaining, Collective Bargaining agreements at different levels.
10. **Settlement Machinery:** Conciliation, Arbitration and Adjudications.
11. **Liberalization, globalization and IR:** The relevance of globalization to industrial relations, The role of multinational corporations (MNC's), Information technology and IR, The impact of other trends

REFERENCES

1. Mishra L.: Case laws on Industrial Relations issues and implications- Excel Books, New Delhi 2006
2. Bhalia S.K.: Constructive Industrial Relations and Labour Laws- Deep and Deep, New Delhi 2003
3. Mathur T.N: Industrial Relations in Public Sector- Arihant Publishers, Jaipur 1990.
4. Beaumont, PB (1995): The Future of Employment Relations, Sage, LondonDeery, S and Mitchell, RJ (1993): Labour Law and Relations in Asia - Eight Country Studies, Longman.
5. Cheshire, Melbournede Silva, S (1996): Employers' Organizations in Asia in the Twenty-first Century , ILO Bureau for Employers' Activities, GenevaFrenkel, S (1993): Organized Labour in the Asia-Pacific Region - A Comparative Study of Trade Unionism in Nine Countries, ILR.

6. Press, Ithaca Frenkel, S (1995): "Workplace relations in the global corporation: A comparative analysis of subsidiaries in Malaysia and Taiwan," in Frenkel, S and Harrod, J (eds) (1995) - Industrialization and Labour Relations - Contemporary Research in Seven Countries, ILR Press, Ithaca
7. Frenkel, S and Royal, C (1996): Globalization and Employment Relations (paper prepared for ILO/EASMAT, Bangkok; published under authorization as Centre for Corporate Change Paper No 63, University of New South Wales, Sydney)
8. ILO (1995): Ozaki, M - Industrial Relations (paper prepared for ILO/World Bank Mission on Labour Market Policies for Higher Employment), Geneva.
9. ILO (1996c): "Industrial Relations: Towards a Negotiated Compromise between Democracy and the Market" - Background Document by the ILO Task Force on Industrial Relations (unpublished paper), Geneva.

OBJECTIVES: The objective is to enable the participants to familiarize themselves with important provisions of Industrial and labour laws which have substantial bearing on business decisions. Attempts will be made a) to give broad conceptual ideas of the laws taken for discussion, and b) to develop an insight into legal implications of their more important provisions.

Introduction to Labour Legislations
Philosophy of Labour Laws
Labour Laws, Industrial Relations and Human Resource Management
Labour Laws: Origin Concept, Objectives and Classification
International Labour Organisation and Indian Labour Laws
Indian Constitution and Labour Laws
The Factories Act, 1948
Shop and Establishment
Equal Remuneration Act
Contract (Regulation and abolition Act, 1970)
Child Labour (Regulation and abolition Act, 1986)
Trade Union Act, 1926
Industrial Disputes Act, 1947
Payment of Wages Act, 1936
Payment of Bonus Act, 1965
Workmen's Compensation Act, 1923

References:

1. Prasad H and Kharbanda V.K.(1987) Labour Laws Digest, Law Publication.
2. Misra Surya Nrayan, Misra Sudhir Kumar(2001) Labour and Industrial Laws, Cenral Law.
3. Garg Ajay (1989) Labour Laws one should know,Nabhi.
4. Bhatia S.K (2001) Labour and Industrial laws, Deep and Deep.
5. Malik P.L. (2004) labour Laws, ECB.
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The research project offers the student full opportunity to utilize and demonstrate his/her abilities and skills in social science research. As part of the course requirements, students are required to undertake a field/empirical research project. They are required to present a brief research proposal in the class before commencing work on the same. Each student will be supervised by the faculty member of the Department of Research Methodology and other faculty members of the University.

Duration:

The duration of the M.Phil. programme will be One year full time spread over two semesters coinciding academic calendar for the University.

Admission:

- **Admission requirements**

1. Total Seats: 5
2. To be eligible for admission to the M.Phil degree course in subject, a student must have obtained the master's degree in Social Science and master's degree in Law or degree recognized as equivalent there to, with at least 50% marks or G.P.A. of 3.00.

- **Admission procedure:**

Admission to M.Phil. programme will be made once every academic year based on the candidate's performance in the written test and personal interview comprising of 100 marks. Written test consist of 50 marks and Personal Interview 50 marks.

Dissertation Work:

- a. Total marks: 300 (200 marks for preparation of dissertation and 100 marks for Viva voce)
- b. Students undertake the study of a real-life problem in an organization with the objective of applying the principles and procedures they have studied during the course. Based on the study, they are required to submit a dissertation and defend it in the viva voce.

The area to be selected for study should ideally be close to the student's own job or interest. They are expected to collect information, understand the situation and the context, analyze the problem and suggest directions for bringing about effective outcomes.

The Dissertation report should not contain mere theoretical discussion of general issues. It is essential to base the project on systematic collection, analysis and interpretation of data leading to conclusions, which should be defended.

Plagiarism will adversely affect the scoring of the student.

Assessment:

1. In each of the above three papers (content courses) and the dissertation, there shall be a continuous assessment comprising of assignments, tests and seminars.
2. Out of 100 marks for each of the 3 papers, continuous assessment shall be for 50 marks and final examination shall be for 50 marks.
3. Out of 300 marks for dissertation, 200 marks shall be for the dissertation and 100 marks for viva voce examination.

Note: M.Phil programme is based on self study, lectures, seminar, assignments etc.

Course Objectives:

The main objective is to introduce concept, system, and practices of Industrial Relations in Indian context and to make students understand major industrial Relations functions at various levels of organization and to develop their skill to analyze present and future trends in Industrial Relations practices. It also focuses on providing knowledge and skills necessary for HR managers to work competently in changing organizational and social environment.

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