

**DEPARTMENT OF BUSINESS AND INDUSTRIAL MANAGEMENT**  
**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.

**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.

**Reference:**

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, Lucknow, 1980.
4. V.N. Pandey: Text Book of Labor and Industrial Laws : Eastern Book Company, Lucknow,1980. .
5. N. D. Kapoor: Hand Book of Industrial Law: Sultanchand Sons, New Delhi,1980.

## **DEPARTMENT OF BUSINESS AND INDUSTRIAL MANAGEMENT STRATEGIC AND GLOBAL HUMAN RESOURCE MANAGEMENT**

### **Objectives**

Specifically the course has the following objectives:

- Distinguish the strategic approach to human resources from the traditional functional approach.
- Understand the relationship of HR strategy with overall corporate strategy.
- Understand the strategic role of specific HR systems.
- Appreciate SHRM in the context of changing forms of organisation.
- Look at HRM in a broader, comparative and international perspective to deal with complex issues and manifold risks.
- To be more sensitive to cross-cultural issues and understanding of international approaches in dealing with people in organizations.

### **Contents:**

1. Business Strategy and Organizational Capability
2. SHRM: Aligning HR with Corporate Strategy
3. SHRM: Universalistic, Contingency and Configurational Approaches
4. Strategic HR Planning Acquisition and Development
5. Change, Restructuring and SHRM
6. Evaluating the Effectiveness of SHRM
7. Concept of global HRM
8. Global Environment of HR.
9. International Recruitment and Selection
10. Cultural Factors/Issues in Performance Management
11. Developing International Staff and Multinational Teams.
12. Managing Global, Diverse Workforce
13. HR/IR issues in MNCs and Corporate Social Responsibility.

### **Reference:**

1. Peter Wright et al, Strategic Management Concepts and Cases, Prentice Hall 1996.
2. Arthur A. Thomson and J. Strickland, Strategic Management, TMH, 2003.
3. Jeffrey A. Mello, Strategic Human Resource Management, Thomson, 2003.
4. Charles R. Greer, Strategic Human Resource Management, Pearson, 2006.
5. Peter J. Dowling, et al., International Human Resource Management, South Western, 1999.
6. Anne-Wil Harzing and Joris Van Ruysseveldt, International Human Resource Management, Sage Publications, 2004.
7. Monir H. Tayeb, International Human Resource Management