

**Third Year B. B. A.
Elective Paper - 2 Advanced Personnel Management :
(Effective from June 1999)**

(A)

1. Basic concept in OB Historical development, Fundamental concepts, Freudian psycho analysis cognitive and Behavior at work. 15%
2. Perception : Nature and importance , Sensation v/s perception perceptual selectivity. Learning : meaning forms and Principles. 10%
3. Group Dynamic : Origin , characteristics factors affecting growth of GD transaction Analysis Group goals concepts, determinants, limitations it their formulation group cohesiveness : concepts, determinants and consequences. 15%
4. Personality : concept development of personality, Factors determining personality, theories of personality. 10%
5. Conflict : concept, typology of conflicts their etiology, conse quenches strategies for conflict management. 10%
6. Organization change and development organization change: Objectives nature obstacles, strategies for change. Organizational development concept need, techniques of O. D. O.D. techniques : Grid Trg. Team building third party Benefits and limitations of O.D. O.D. in perspective H.R.D. Concept and HRD climate in India. 15%

B. Labour Laws :

20%

1. Brief outline of following labour legislation in India.
 - The Factories Act, 1948.
 - The Industries Disputes Act, 1947.
 - Employee Provident Fund Act, 1952.
 - E.S.I. Act, 1948.

Common Note : As already passed and practical, grades should be given in Practical Examination at all the three levels vig, F.Y., S.Y., and T.Y.B.B.A.