

## **MSWC302: LABOUR WELFARE AND HUMAN RESOURCE MANAGEMENT**

### **Objectives**

1. Develop the knowledge of employee welfare: pre-independence, post independence and its changing nature in the era of globalization.
2. Understand the importance of Health, Hygiene and problems related to industrial hazards, occupational diseases and its safety management.
3. Knowledge of various government organizations working for employee welfare.
4. Develop insight of employee welfare programme and its relevance to work culture and productivity.

### **Course**

1. History of industrial development in pre and post independent era in India and emergence of industrial working class in India.
2. Labour welfare: Concept, Definition, Principles, Philosophy & Various approaches
3. Labour welfare officer's role, duties and responsibilities inside as well as outside the industry.
  1. Trade Union: Meaning, Definition, History, Types & Trade union Act
4. Labour Policy:
  1. Labour policy during Five Year Plans.
  2. Labour welfare and constitutions of India.
  3. National Commission on Labour & LIC
5. Industrial Relations:
  1. Meaning,
  2. Objectives
  3. Approach
  4. Significance
6. Human Resource Management:
  1. Nature
  2. Definitions
  3. Objective
  4. Scope
  5. System Approach
  6. Function :
    - a. Managerial
    - b. Operatives
7. Recruitment:
  1. Definition
  2. Sources
  3. Methods & Techniques
8. Selections
  1. Definition
  2. Process
9. Placement Orientation:
  1. Concept
  2. Objectives
  3. Purpose
- 10 Induction:
  1. Meaning
  2. Objectives
  3. Steps
- 11 Promotion:
  1. Purpose

- 2. Types
  - 3. Policy
  - 4. Bases
12. Transfer:
- 1. Purpose
  - 2. Types
  - 3. Benefits
  - 4. Problems
13. Training & Development:
- 1. Needs
  - 2. Training vs. Development
  - 3. Methods/ Techniques
14. HRD:
- 1. Meaning
  - 2. Features
  - 3. Objectives
  - 4. Sub- System
15. Performance Appraisal:
- 1. Meaning
  - 2. Method
- 16 . Wages:
- 1. Meaning
  - 2. Types
  - 3. Utility

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