

Annexure – 1

VEER NARMAD SOUTH GUJARAT UNIVERSITY

DEPARTMENT OF RESEARCH METHODOLOGY AND INTERDISCIPLINARY STUDIES
IN SOCIAL SCIENCES

**Master of Labour Welfare SYLLABUS UNDER THE CHOICE BASED CREDIT SYSTEM
(CBCS)**

(To be implemented from 2010-11 Academic Year)

Paper Code	Subjects	No. of	Lectures	Tutorials
SEMESTER – I		<i>Credit</i>		
LW-C-01	Fundamentals of Psychology	4	3	1
LW-C-02	Applied Economics	4	3	1
LW-C-03	Labour Laws – I	4	3	1
LW-C-04	Human Resource Management – I	4	3	1
LW-C-05	Principles of Management	4	3	1
LW-C-06	Research Methodology & Labour Statistics	4	3	1
✓ LW-GO-01	Business Communication	2	2	-
Total Credits of Semester I		26		
SEMESTER – II				
LW-C-07	Industrial Sociology	4	3	1
LW-C-08	Labour Economics	4	3	1
LW-C-09	Computer Applications in HRM	4	3	1
LW-C-10	Human Resource Management – II	4	3	1
✓ LW-C-11	Business Law – I	4	3	1
LW-C-12	Labour Laws - II	4	3	1
LW-GO-02	Performance Management System	2	2	-
Total Credits of Semester II		26		
SEMESTER – III				
LW-C-13	Industrial Psychology	4	3	1
LW-C-14	Business Law - II	4	3	1
LW-C-15	Industrial Relations	4	3	1
LW-C-16	Organizational Behaviour	4	3	1
LW-C-17	Aspects of Labour Welfare & Social Security	4	3	1
LW-C-18	Labour Laws - III	4	3	1
LW-GO-03	Training & Development	2	2	-
Total Credits of Semester III		26		
SEMESTER – IV				
LW-C-19	Aspects of Trade Unionism	4	3	1
LW-C-20	Labour Law – IV	4	3	1
LW-C-21	Project Work	8		
LW-C-22				
Total Credits of Semester IV		16		
Total Credits of the course		94		

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Paper Code	Subjects	No. of Credits	Lectures perweek	Tutorials perweek
SEMESTER – I				
LW-C-01	Fundamentals of Psychology	4	3	1
LW-C-02	Applied Economics	4	3	1
LW-C-03	Principles of Management	4	3	1
LW-C-04	Human Resource Management - I	4	3	1
LW-C-05	Labour Laws - I	4	3	1
LW-C-06	Research Methodology and Labour Statistics	4	3	1
Any One from the following				
LW-ECT-01	Business Communication	2	2	-
LW-ECT-02	Financial and Cost Accounting	2	2	-
LW-ECT-03	Computer Application	2	2	
Total Credits of Semester I		26		
SEMESTER – II				
LW-C-07	Organisational Psychology	4	3	1
LW-C-08	Labour Economics	4	3	1
LW-C-09	Social Processes and Behavior Issues	4	3	1
LW-C-10	Industrial Relations	4	3	1
LW-C-11	Labour Laws - II	4	3	1
LW-C-12	Organisational Development	4		1
Any One from the following				
LW-ECT-01	Knowledge Management	2	2	-
LW-ECT-02	Legal Framework Surrounding CSR	2	2	-
LW-ECT-03	Industrial Sociology	2	2	
Total Credits of Semester II		26		
SEMESTER – III				
LW-C-13	Human Resource Development	4	3	1
LW-C-14	Business Laws	4	3	1
LW-C-15	Human Resource Management - II	4	3	1
LW-C-16	Performance Management & Talent Management	4	3	1
LW-C-17	Interpersonal Conflict and Managing Stress	4	3	1
LW-C-18	Labour Laws - III	4	3	1
Any One from the following				
LW-ECT-01	HRD in Service Sector	2	2	-
LW-ECT-02	Industrial Safety	2	2	-
LW-ECT-03	Designing Effective CSR Strategy	2	2	
Total Credits of Semester III		26		
SEMESTER – IV				
LW-C-19	Labour Welfare and Social Security	4	3	1
LW-C-20	Compensation Management	4	3	1
LW-C-21	Strategic Human Resource Management	4	3	1
LW-C-22	Corporate Leadership	4	3	1
LW-C-23	Project Work	4	3	-
Any One from the following				
LW-ECT-01	Training and Development	2	2	-
LW-ECT-02	Emerging Trends in HRM	2	2	-
LW-ECT-03	CSR Management and Sustainability Accounting	2	2	
Total Credits of Semester IV		22		
Total Credits of the course		100		

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LW-ECT-01: Business Communication

Semester -I

Course Content:

UNIT I

Introduction- Business Communication, Concept, Definition, Objectives of Communication, Types- Formal and Informal, Process of Communication, Principles of Effective Communication, Importance. Modern means of Communication, Barriers to Effective Communication.

UNIT II

Public Speaking and Presentations- Meaning, Guidelines for Effective Public Speaking, Speech Preparation- Characteristics of an Effective Speech, Vocal Control, Composition, Pronunciation, Voice Modulation, Pitch, Behavior, Gesture And Posture, **Presentation-** Meaning, Extempore, Essentials of Effective Presentations, Guidelines for Using Audio Visual Aids. How to handle question and answer session.

UNIT III

Interviews: Concept, Meaning and Types- On the Basis of Object, On the Basis of No. of Candidates and On the Basis of Forms, Techniques of Interview, Interview Process, Mock Interview, Do's and Don'ts of Facing and Conducting Interviews, Essentials of a Successful Interview. **Negotiation-** Meaning, Characteristics and Important Factors in Successful Negotiation.

UNIT IV

Writing Skills- Planning Business Correspondence, Rewriting and Editing the First Draft, Reconstructing the Final Draft, Contents of Business Letters- Memorandum, Notice, and circulars, Orders, Minutes and Agenda.

References

1. Basic Business Communication – Lesikar Flatley
2. Essentials of Business Communication – Rajendra pal, J.S. Korlahalli, Sultan chand & sons
3. Business Communication today – Sushil Bahl, Sage Publications

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LW-ECT-02: Financial and Cost Accounting

Semester -I

Course Content:

UNIT I

Financial Management Overview: Finance and related disciplines, Scope of Financial Management, Objectives of Financial Management, and Organisation of Finance function

Financial Accounting Framework: Framework of Financial Statements, Definitions of Assets Liabilities, Income & Expenses, Recognition of Elements of Financial Statements, Accounting approaches

UNIT II

Structure of Financial Statements: Accounting Equation, Classification of Assets, Classification of Liabilities, Presentation of Balance Sheet & Profit & Loss Account, Analysis of transactions

Accounting Cycle: Journal Cash Book, General Ledger & Trial Balance, Debit Credit Rule, Accounting cycle, Journalisation, Petty Cash Book, General Ledger, Trial Balance

UNIT III

Recognition & Measurement of Assets & Liabilities: General Principles, Recognition of Tangible Fixed Assets, Intangible Assets, Investments, Current Assets, Provisions, Contingent Liabilities, Contingent, Assets, Revenue Recognition, Post Balance sheet events

UNIT IV

Completion of Accounting cycle: Preparation of Profit & Loss Account & Balance Sheet, Rectification of Errors, Adjustments, Provisions, Depreciation, Doubtful Debts, Discounts, Bank reconciliation, statements, Structure of Profit & Loss Account, Closing entries

Statement of Changes in Financial position: Meaning, Cash Flow statement

References

1. Agrawal, P K (2008), SAP HR India Payroll: Technical Reference and Learning Guide, PHI Learning Pvt. Ltd., New Delhi.

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LW-ECT-03:ComputerApplication

Semester -I

Course Content:

UNIT I Basic Concepts of Computer

Development of computers and their generations; Architecture of a typical microcomputer; Essential Components of computer Hardware: Input devices, Output devices, Storage Devices Software: Introduction; Types of software with examples; Introduction to languages, packager, compiler, interpreter and assembler. Operating System: Concept, Functions, Types and Classification.

UNIT II Computer Networks:

Overview of Computer Network, Types of computer networks, Network topologies, Components of computer networks (servers, workstations, network interface cards, hub, switches, cables, etc.).

UNIT III Internetworks

Data Centre foot prints & Concepts; Introduction To cloud; Virtualization concepts, Types of Virtualization & its benefits, Introduction to Various Virtualization OS, Vmware, KVM etc., Storage Area Network (SAN) Backend; High Availability / Disaster Recovery (HA/DR) using Virtualization, Moving VMs; Cloud Fundamentals, Cloud Building Blocks, Understanding Public & Private cloud environments.

UNIT IV Cloud Computing

Data Centre foot prints & Concepts; Introduction To cloud; Virtualization concepts, Types of Virtualization & its benefits, Introduction to Various Virtualization OS, Vmware, KVM etc., Storage Area Network (SAN) Backend; High Availability / Disaster Recovery (HA/DR) using Virtualization, Moving VMs; Cloud Fundamentals, Cloud Building Blocks, Understanding Public & Private cloud environments.

UNIT V Applications of Information Technology

Applications of Information Technology: Information Technology (IT) applied to various functional areas of management, such as Production/Operations, Marketing, Human Resource, Finance and Materials Management.

References

1. Ram B., 2007, Computer Fundamentals: Architecture, New Age International.
2. Gupta A.K., 2003, Computer at a Glance, Shree Publishers & Distributors.
3. Arora & Bansal, 2006, Computer Fundamentals, Excel Books.
4. Govind Raju S., Introduction to Computer Science, New Age International, New Delhi
5. Raja Raman V., Computer Oriented Numerical Methods, Prentice Hall Inc.

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LW-ECT-01:KNOWLEDGEMANAGEMENT

Semester-II

UNIT-I

Introduction – The context and concept of knowledge management, phases of knowledge development, community of practice, knowledge leader, leading knowledge teams, developing and sustaining knowledge culture, managing knowledge workers

UNIT-II

Knowledge Foundations – Structural support for knowledge management, Hr practices for knowledge management, knowledge creation and knowledge architecture, capturing tacit knowledge, knowledge capture techniques, knowledge management technologies

UNIT-III

Knowledge Applications – Developing a core knowledge framework, knowledge codification, knowledge transfer and knowledge sharing, developing and managing knowledge repositories, knowledge portals, knowledge transfer in e-world.

UNIT-IV

Knowledge Management Audit – Evaluating the knowledge management, challenges in knowledgemanagementreview,ethical,legalandmanagerialissues,sustainableknowledge management

References

1. Awad,EliasMandHassanM.Ghaziri,KnowledgeManagement,PearsonEducation, NewDelhi
2. Debowski,Shelda,KnowledgeManagement,WileyIndiaPvt.Ltd.,NewDelhi

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LW-ECT-02: Legal Frameworks surrounding CSR

Semester-II

Course Content:

UNIT I: Introduction

Introduction, Legal provisions of CSR in other countries, Mandatory provisions by companies act 2013, Director's duties on CSR, CSR spends obligation, Companies under CSR spend obligation, CSR committee of directors, FAQs on CSR.

UNIT II: CSR Policy Formation

CSR Policy Formation, Mandatory CSR spends, CSR through trusts/NGO etc. Annual CSR report and disclosures, Auditors, secretarial auditor's duties in relation with CSR.

UNIT III: Tax Treatment of CSR

Surplus from CSR activity, Deductibility of CSR spends, Integration and shared value, CSR governance guidelines and CSR audits.

UNIT IV: Business Reports

Business Reports by listed companies, CSR Reporting vis-a-vis Indian companies

References

1. Garg Kamal, (2014). Corporate Social Responsibility with Companies Rules, 2014, w.e.f. 1/4/2014, Bharat Law House, New Delhi
2. CII-PwC Handbook on Corporate Social Responsibility in India
3. Anand Srinivasan, (2014). Guide to Corporate Social Responsibilities, Taxmann Publications, New Delhi

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LW-ECT-03: Industrial Sociology

Semester –II

Course Content:

UNIT I

Industrial Sociology: Definition, Nature and Scope of Industrial Sociology, Importance of Industrial sociology, Importance of Industrial Sociology in India, Current trends in Industrial Sociology.

UNIT II

Social Survey: Meaning, Aims of Social Survey, Stages of Social Survey, Types of Social Survey.

UNIT III

Industrialization and Its impact: (a) On the Caste system, (b) on the system of marriage and (c) on family system.

Alienation and Anomie: Meaning, Causes of alienation and Solutions to the problem, Marx's theory of Alienations, Anomie- Meaning, types of anomies.

UNIT IV

Employee Morale: Meaning, Definition, Measurement of Morale, Factors affects morale, Attempts to improve morale.

Survey Work: Survey work is to be conducted on some specific selected topic of social relevance.

References

1. Paul Hersey, Kenneth H Blanchard, Dewey E Johnson 2006 Management of organizational Behavior, 8th edition. Pearson Printice Hall New Delhi
2. Gisbert Pauscual 1972: Fundamentals of Industrial Sociology- Tata Mcgraw- Hill Publishing House, New Delhi.
3. Sharma, Pandey 2001: Industrial Sociology- Surjeet Publications, New Delhi.
4. Dayal Raghbir 1996: Industrial Sociology and Labour Welfare- Mittal Publications, New Delhi.

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HRM-ECT-01: Human Resource Development In Service Sector Semester –III
Course Content:

UNIT I

UNIT I: Concept of Service, Types of Service, Service Management, Evolving Environment of Services, Myths about Service, Service as a System, Attitudes towards Service Sector, Reasons for growth of the Service sector.

UNIT II

Nature of Service sector: Characteristics of Services, Elements of Customer Service, Components of Service, Identifying customer Groups, Service Process, Classification of Servicing operating systems, Balancing Supply and Demand, Challenges for service managers, People and service, Maintaining and Improving Service Quality and performance.

UNIT III

Human Resource Management in Service Organizations: Concept, Functions, Utilization, Development, Environment, Organizing HRM Functions in Service Sector, Competencies and service organizations, Performance Measurement, Empowerment in service organizations, Managing services across Boundaries.

UNIT IV

Application in HRM in service sector: HRM in Hospitals, Hotels, Insurance and Banking, other Financial Institutions, Ports and Docks, Managing Salary Levels, Working Conditions, Legal provisions, Unionism, Problems and Challenges.

References

1. Balaji.B., Services Marketing and Management, S.Chand & Co.Ltd., New Delhi.
2. Haksever, Cengiz, Barry Pender, Roberta S. Russel and Robert G. Murdik, Service Management and Operations, Pearson Education (pte) Ltd., New York.
3. Van Dierdonck vanwoy, Service Management An Integrated Approach, Financial Times/ Prentice hall of India, New Delhi.
4. Goyal.R.C., Human Resource Management in Hospitals. Prentice hall of India, New Delhi.
5. T.V.Rao: HRD in the New Economic Environment, Tata McGraw Hill, New Delhi.
6. M.B.Athreya: "HRD in the Service Sector," Indian Journal of Training and Development, XV (1) Jan – Mar 1985, pp46-48.
7. Balaji.B., Services Marketing and Management, S.Chand & Co.Ltd., New Delhi.
8. Haksever, Cengiz, Barry Pender, Roberta S. Russel and Robert G. Murdik, Service Management and Operations, Pearson Education (pte) Ltd., New York.
9. Van Dierdonck vanwoy, Service Management An Integrated Approach, Financial Times/ Prentice hall of India, New Delhi.

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HRM-ECT-01:IndustrialSafety

Semester -III

Course Content:

UNIT I

Industrial Safety: concept; Need for Safety; Principles and Practices; Legal; Humanitarian; Economic and Social Considerations. Accident: Definition; Theories; Causes; Cost; Trends; Prevention and Models of Accident Prevention.

UNIT II

Safety Management; Role of Management; Safety and Health Training; Safety Officer; Safety Committee; Safety Promotion and Publicity; Union Role; Employee Role; Safety and Health Movement; Accident Investigation Control and Reporting; Total Safety Management Concept.

UNIT III

Health: Concept. Need for health; Problems of health; status of health of industrial workers; measures for improving health; occupational diseases; industrial hygiene.

UNIT IV

Legal Measures: Growth of Legislation on Safety and Health; Salient Features of Safety and Health In Factories Act; Mining Act; Workmen's Compensation Act; ESI Act; Social Security Provisions under various Acts.

UNIT V

Environment: concept; Importance; Industry and Environment; Environmental Pollution; Types; Environmental Health; Education and Policy; Environmental Safety and ISO 14000 Certificate.

References

1. R.C.Saxena, Labour Problems and Social Welfare, K.Nath & Co., Meerut.
2. Nick Hanley, Janan F. Shogron and Hen Waite, Environmental Economics Theory and Practice, Macmillan India Ltd., New Delhi.
3. Kemp D.D., Global Environmental Issues; A Climatological Disaster, Mittal Pub., New Delhi.
4. M.V.Moorthy, Principles of Labour Welfare, Oxford & IBH Pub., Co., New Delhi.

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HRM-ECT-03 Designing effective CSR strategy

Semester -III

Course Content:

UNIT I: Creating CSR Framework

Introduction, Relevance of history and culture, Creation of strategy, Creating a framework for CSR, Creating an implementation framework, Case Study

UNIT II: Framework for Rating Corporate Social Responsibility

Introduction, Understanding CSR ratings, Accepted rating framework i.e. GRI, Specialized Securities Indexes, Regulatory bodies and stock exchanges, Structure of BITC's CR Index, Experts in responsible investment solutions, Infosys sustainable solution, TATA Group CSR rating framework, Assessment process,

UNIT III: Sustainability and its Challenges

Capitalism, Humanizing capitalism, Sustainability, Brundtland Report, Integrating CSR: Guidelines to effective change, ISO 26000, Triple Bottom Line, Triple Loop

UNIT IV: Best practices of CSR

Introduction, Choosing a social problem to alleviate, Social initiative to support the cause, Developing social initiative programs, Best practices to evaluate efforts, Summary of best practices, Marketing approach to winning corporate funding and support initiatives

REFERENCES

1. Chatterji Madhumita. (2014), Corporate Social Responsibility, Oxford University Press, New Delhi
2. Cohen Elaine, CSR for HR: A Necessary Partnership for Advancing Responsible Business Practices
3. Kotler Philip and Nancy Lee. (2008). Corporate Social Responsibility: Doing the Most Good for Your Company and Your Cause, Wiley Publications, Ghaziabad

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LW-ECT-01 TRAINING AND DEVELOPMENT

Semester -IV

Course Content:

UNIT I

Introduction to training concept- Definition – meaning – need for training – Importance of training – Objectives of training – Concepts of education – training and development – overview of training functions – types of training.

UNIT II

Process of training - Steps in training – identification of job competencies – criteria for identifying training needs (person analysis – task analysis – organization analysis) – assessment of training needs – methods and process of needs assessment

UNIT III

Designing and implementing a training program - Trainer identification – methods and techniques of training – designing a training module (cross-cultural – leadership – training the trainer – change) – management development program – budgeting of training

UNIT III

Evaluation of Training Program - Kirkpatrick model of evaluation – CIRO model – cost-benefit analysis – ROI of training

REFERENCES

1. Employee Training and Development – Raymond Noe
2. Every Trainers Handbook – Devendra Agochia
3. 360 Degree Feedback, Competency Mapping and Assessment Centre – Radha Sharma
4. Training and Development – S.K. Bhatia
5. HRM – Biswajeet Pattanayak

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LW-ECT-02EMERGINGTRENDSINHRM

Semester -IV

Course Content:

UNIT I

The Changed role of HR in organizations ; Diversity and its Management ; challenges of sustainability with reference to Retention and Talent Management ; Learning organizations and organizational learning; collective learning.

UNIT II

Knowledge Management – Meaning and Definition ,Nature and Different dimensions of Knowledge Management ; Knowledge Mechanism- data, information , knowledge and wisdom , The value of Knowledge management , Knowledge Life Cycle, Knowledge management and HR. Talent management and human capital creation

UNIT III

Emotional Intelligence: Concept, Mental and emotional intelligence, importance, application, developing emotional intelligence, Ability model, Mixed model and Trait EI model, Employee Engagement Strategies-Employee attachment, involvement, commitment and influences ; Corporate Image building. Psychological Contract

UNIT IV

Creativity & Innovation: Concept, Stages in creative process, barriers to creativity, Innovation: Concept, innovation generation, innovation diffusion.

UNIT V

Organization Citizenship Behaviour: Concept, components and applications. Empowerment: Characteristics, process, benefits, barriers to empowerment, making empowerment effective. Work life balance; Emerging concept.

REFERNCES

1. Armstrong, Michael, 'HRM Practice', Kogen Page, London
2. Clive Morton, Andrew Newall, Jon Sparkes , Delivering Competitive Advantages, Jaico Publishing House.
3. Clyde W. Holsapple (editor), Handbook on Knowledge Management , Springer (2003) Paperback edition.
4. Devrajan , Emerging trends in HR management , R Response Books.
5. Mamoria ,C B and Gankar, S V, Personnel Management, Text and Cases Himalaya Publications
6. Prasad, L.M. 'Organizational Behaviour, Sultanchand & Sond, 2011

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LW-ECT-03 CSR MANAGEMENT & SUSTAINIBILITY ACCOUNTING Semester - IV

Course Content:

UNIT I: Monitoring and Evaluation

Purpose of monitoring and evaluation, Various process of CSR implementation, NGO partnerships in India, obstacles of business-NGO collaboration, Need assessment/impact assessment

UNIT II: Strategic Choice for CSR

CSR and profit, Strategic issues on CSR, Centrality, Specificity, Proactive, Voluntarism, Visibility, Value creation as strategic outcome and implications, CSR governance and attributes, CSR: organizational check, CSR decision matrix

UNIT III: Sustainability Accounting

Need and demand for sustainability accounting, Corporate sustainability performance, Areas of social performance, Discloser by AAA, Abt's Social Audit

UNIT IV: Indian Saga

Introduction, Post-independent India, Government initiatives, Challenges, Community development and empowerment, Case Study

REFERNCES

1. BhattacharyaJayanta, (2007). Corporate Social Responsibility: Ethical and Strategic Choice, New Delhi
2. Chatterji Madhumita. (2014), Corporate Social Responsibility, Oxford University Press, NewDelhi
3. Sapru R K, Public Policy: Formulation, Implementation andEvaluation



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University Campus, Udhna-Magdalla Road, SURAT - 395 007

વીર નર્મદ દક્ષિણ ગુજરાત યુનિવર્સિટી

યુનિવર્સિટી કેમ્પસ, ઉદ્ધના-મગદલા રોડ, સુરત - ૩૯૫ ૦૦૭

(Accredited B** equivalent to Five Star status by NAAC)

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ક્રમાંક : એકે./પરિપત્ર/૮૦૨૯/૧૦

તા. ૩૦-૦૭-૧૦

પ્રતિ,
વડાશ્રી,
ડિપાર્ટમેન્ટ ઓફ હ્યુમન રીસોર્સ ડેવલપમેન્ટ,
વીર નર્મદ દક્ષિણ ગુજરાત યુનિવર્સિટી,
સુરત - ૭.

વિષય :- MHRD અને MLW ના ચોઈસ બેઈઝડ ક્રેડીટ સીસ્ટમ મંજૂરના અભ્યાસક્રમ બાબત

શ્રીમાન,

સવિનય જણાવવાનું કે, શૈક્ષણિક વર્ષ ૨૦૧૦-૧૧ થી શરૂ થનાર MHRD અને MLW ના ચોઈસ બેઈઝડ ક્રેડીટ સીસ્ટમ પ્રમાણેના અભ્યાસક્રમો MHRD અને MLW ની અભ્યાસસમિતિના અધ્યક્ષશ્રીએ પ્રસ્તુત અભ્યાસસમિતિ અને વિનયન વિદ્યાશાખાના અધ્યક્ષશ્રીએ વિનયન વિદ્યાશાખાવતી સ્વીકારેલ છે. જે અનુસ્નાતક શિક્ષણ મંડળે તેની તા. ૨૪-૬-૨૦૧૦ની સભામાં અને એકેડેમિક કાઉન્સિલે તેની તા.૦૬-૦૭-૧૦ ની સભામાં સ્વીકારી સિન્ડિકેટને તે મંજૂર કરવા કરેલ ભલામણ સિન્ડિકેટ તેની તા.૧૨-૦૭-૧૦ ની સભાના ઠરાવ ક્રમાંક : ૧૧૮ અન્વયે મંજૂર કરેલ છે. તેની જાણ સંબંધકર્તા શિક્ષકો અને વિદ્યાર્થીઓને કરવી, તદ્ઉપરાંત તેનો અમલ કરવા વિનંતી.

અનુસ્નાતક શિક્ષણ મંડળની તા. ૨૪-૬-૨૦૧૦ની સભાએ તેના ઠરાવ ક્રમાંક (૫૦)

:: આથી ઠરાવવામાં આવે છે કે શૈક્ષણિક વર્ષ ૨૦૧૦-૧૧ થી શરૂ થનાર MHRD અને MLW ના ચોઈસ બેઈઝડ ક્રેડીટ સીસ્ટમ પ્રમાણેના અભ્યાસક્રમો MHRD અને MLW ની અભ્યાસસમિતિના અધ્યક્ષશ્રીએ પ્રસ્તુત અભ્યાસસમિતિ અને વિનયન વિદ્યાશાખાના અધ્યક્ષશ્રીએ વિનયન વિદ્યાશાખા વતી મંજૂર કરેલ છે, જે એકેડેમિક કાઉન્સિલની મંજૂરી માટે ભલામણ કરવી. ::

એકેડેમિક કાઉન્સિલની તા. ૦૬-૦૭-૧૦ ની સભાની ભલામણ ક્રમાંક : ૪૬

:: આથી ઠરાવવામાં આવે છે કે, અનુસ્નાતક શિક્ષણ મંડળની તા. ૨૪-૦૬-૨૦૧૦ની સભાની ભલામણ ક્રમાંક : ૫૦નો યથાવત સ્વીકાર કરી ચાલુ શૈક્ષણિક વર્ષ ૨૦૧૦-૧૧ થી અમલમાં આવે તે રીતે મંજૂર કરવા સિન્ડિકેટને ભલામણ કરવામાં આવે છે.

સિન્ડિકેટની તા. ૧૨-૦૭-૧૦ ની સભાની ભલામણ ક્રમાંક : ૧૧૮

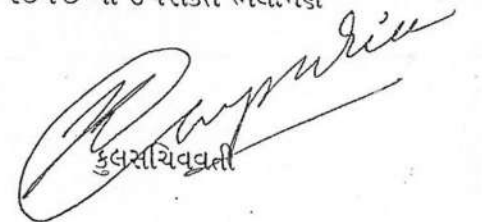
:: આથી ઠરાવવામાં આવે છે કે, એકેડેમિક કાઉન્સિલની તા. ૦૬-૦૭-૨૦૧૦ ની ઉપરોક્ત ભલામણ ક્રમાંક : (૪૬) નો યથાવત સ્વીકાર કરવો.

બિડાણ : ઉપર મુજબ

પ્રતિ,


- ૧) અધ્યક્ષશ્રી, વિનયન વિદ્યાશાખા
- ૨) પરીક્ષા નિયામકશ્રી, પરીક્ષા વિભાગ, વીર નર્મદ દ. ગુ. યુનિવર્સિટી, સુરત.
- ૩) લાયબ્રેરી વિભાગ, વીર નર્મદ દ. ગુ. યુનિવર્સિટી, સુરત.

...તરફ જાણ તેમજ ઘટતી કાર્યવાહી સારૂ.


કુલસચિવવતી

Department of Human Resource Development
Veer Narmad South Gujarat University, Surat
Master of Labour Welfare


	Master of Labour Welfare
Abbreviation	MLW
Duration	Two Years Full Time
Eligibility Criteria	Any Graduate with 45% marks in aggregate from a Recognized University. The minimum marks should be without rounding off.
Objective of the Programme	<p>The Master of Labour Welfare designed to develop students into professionally competent and socially sensitive management graduates, fully equipped to take on the challenges of the corporate world. The programme explores the critical areas of contemporary human resources management, in conjunction with a comprehensive knowledge and understanding of the key functions of management and business.</p> <p>The broad objectives of this MLW programme are to sensitize students to the social, political, economic, and ecological environments of the society; to enable students to become effective business leaders and decision-makers to contribute to organisational effectiveness; to facilitate the use of systems thinking among the students to evolve possibilities while addressing various personal and organisational challenges; to develop a global perspective among students to respond to global challenges; and to impart values of intellectual honesty, justice and fairness.</p>
Programme Outcome	<p>PO1:- To understand human resource issues and management trends in a competitive global economy as well as a broad spectrum of state and federal employment legislation.</p> <p>PO2:- To equip students with the tools necessary to effectively meet the challenges of an ever-changing business climate.</p> <p>PO3:- To inculcate specialized knowledge and skills required by managers who are responsible primarily of managing human resources and improving industrial relations</p> <p>PO4:- To develop a sound theoretical base in the domain of Human Resource Management.</p> <p>PO5:- To develop communication, interpersonal skills and leadership qualities to work in and with teams in organizations.</p>


Professor & Head
Department of H. R. D.,
Veer Narmad South Gujarat University,
Surat.

Programme Specific Outcome	<p>Programme Specific Outcomes (PSO)</p> <p>PSO1:- Understand the basic concepts of Human resources management and its applications in the individual, team and organizational levels.</p> <p>PSO2:- Theoretical Knowledge in Human Resource Planning, Organization Development, Industrial Relations, Organizational Behavior, Labour Laws, Employee Engagement and Talent Management, Corporate Social Responsibility and Interdisciplinary Subjects.</p> <p>PSO3:- Practical knowledge and training in various areas of HR such a recruitment, selection, induction, communication, performance appraisal, etc</p> <p>PSO4:- Practical exposure to the real life organizational situations and opportunities of Human resources management through the practical project studies Internship and a Problem centered study.</p>																														
Mapping Between Po's and PSO's	<table border="1"> <thead> <tr> <th></th> <th>PSO1</th> <th>PSO2</th> <th>PSO3</th> <th>PSO4</th> </tr> </thead> <tbody> <tr> <th>PO1</th> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>PO2</th> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>PO3</th> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>PO4</th> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>PO5</th> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		PSO1	PSO2	PSO3	PSO4	PO1					PO2					PO3					PO4					PO5				
	PSO1	PSO2	PSO3	PSO4																											
PO1																															
PO2																															
PO3																															
PO4																															
PO5																															
Medium of Instruction	English																														

Programme Structure Semester – I

Course Code	Title	Teaching Per Week	Course Credits	University Examination		Internal Marks	Total Marks
				Duration	Marks		
HRM-C-01	Fundamentals of Psychology	4	4	3 Hrs	70	30	100
HRM-C-02	Applied Economics	4	4	3 Hrs	70	30	100
HRM-C-03	Principles of Management	4	4	3 Hrs	70	30	100
HRM-C-04	Human Resource Management - I	4	4	3 Hrs	70	30	100
HRM-C-05	Labour Laws - I	4	4	3 Hrs	70	30	100
HRM-C-06	Research Methodology & Labour Statistics	4	4	3 Hrs	70	30	100


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