

SYLLABUS FOR URET EXAMINATION (IRPM) 2017

RESEARCH METHODOLOGY AND QUANTITATIVE TECHNIQUES

Total Marks: 100

Meaning and importance of Social Science Research, Methods of Social Science Research – Historical Method, Case Study Method, Survey Method.

Identification of Research Problem, Hypothesis, Sources of Data Collection.

Sampling Methods; Tools of Data Collection – Schedule, Questionnaire, Interview and Observation; Report Writing.

Quantitative Techniques: Tabulation, Arithmetic Mean, Median, Mode, Standard Deviation; Coefficient of Correlation, Rank Correlation; Chi Square.

SUBJECT: IRPM:

Total Marks: 100 Marks

Management: Concept, Scope and Management as an Art, Science and Profession. Management Process: Planning, Organising, Directing and Controlling. Development of Management Thought: advanced by Scientific Management, Human Relations and Behavioural Schools and contributions of Fayol to management.

Functional areas of Management: Concept, functions and scope of Financial Management, Production Management, Marketing Management and Material Management.

Strategic Management: Nature and scope of Strategic Management, Concept of Core Competence, Strategy and Structure; Management of Strategic Change.

Business Ethics: Concept and Practices in India.

Industrial Relations: Concept, Scope; Perspectives on IR: Unitary, Pluralistic; Models: John T. Dunlop's Industrial Relations System, Kochan, Katz and McKersie's Model of Industrial Relations.

Industrial Conflict: Concept Forms and Causes of industrial Disputes; Settlement and prevention Mechanisms, Grievance handling, Collective bargaining, Workers participation in Management

State and Industrial Relations: State Policy and Industrial Relations, voluntarism: Tripartite labour machinery, Indian Labour Conference, Standing Labour Committee, Industrial Committees; Wage Boards, ; International Labour Organisation (ILO); Structure and Functions; Impact of ILO on industrial relations in India.

Discipline at Work Place: Disciplinary Action: Meaning of Discipline; Evolution of the principles and procedure of Disciplinary Action; Minor and Major offences; types of punishment; steps involved in Disciplinary Action McGregor's Hot Stove Rule.

HRM: Meaning, scope, objectives, policy, programmes and functions of Human Resource Management (HRM). Structuring the HRM Department

Human Resources Planning: Identifying Organisation's human resource requirements. HR forecasting, HR Inventory, Job Analysis. Human Resources Procurement: Recruitment, Selection, Placement, Human Resources Adjustment, Transfer and Promotion.

Performance Appraisal: Meaning, Scope, Objectives, Methods, and Process of Performance Appraisal; Errors in Appraisal.

Wage and Salary Administration - Concepts, Factors for wage determination, Wage Structures and Differentials, Job Evaluation, Wage Incentives

Labour Legislation: Development and Growth of Labour Legislation in India, Concept of Social Justice and Labour Legislation.

Protective Labour Legislation: The Factories Act, 1948; The Mines Act, 1952; The Orissa Shops and Commercial Establishments Act, 1956.

Regulative Labour Legislations: The Industrial Disputes Act, 1947; The Trade Unions Act, 1962; The Industrial Employment (Standing Orders) Act, 1946.


25.7.17
Head
Industrial Relations & Personnel Management
BERHAMPUR UNIVERSITY
Berhampur-760007 (Odisha)