

Ph.D. Entrance Test- Syllabus 2019

Labour Welfare

Part - 1

RESEARCH METHODOLOGY (50%)

DESCRIPTION
Social research meaning, objectives, characteristics, purpose and qualities. Social work Research: meaning, objectives, scope and importance, functions, characteristics, Difference between social work research and social research types of research pure, Applied and action research. Basic concepts of theory, facts, variables, research Problem and hypotheses.
Research design: meaning, importance and concepts; features of a good research Design-types of research design: exploratory, formulative, descriptive, diagnostic Experimental, quasi- experimental, evaluative , multi design, participatory research And single subject research. Scaling techniques: likert, Guttman, thurstone and Sociometry.
Social survey: concept, scope, advantages and disadvantages of social survey, social Survey and social research. Sampling: concepts and sample frame, probability and no probability

Sampling techniques- sampling process and sample size, characteristics of a Good sampling design. Methods of data collection- observation- participant observation, Interview method and case study. Tools of data collection, schedule, mailed Questionnaire, interview guide.

Data analysis: checking, editing, coding, classification and tabulation Data entry on computers- use of spreadsheets, data bases and spss: measures of central tendency and dispersion; correlation and regression, tests of significance, chi-square Test, t-test and analysis of variance (anova); content analysis.

Report writing: purpose: structure and writing, style of a research report, utilization and presentation of diagrams, graphs and tables, bibliography and appendices in Research report.

Part – 2
Core Subject (50%)

UGC NET Syllabus in Labour Welfare

NTA UGC NET/JRF/SET/SLET Syllabus for Labour Welfare / Personnel Management / Industrial Relations / Labour and Social Welfare / Human Resource Management, Code No: 55 is given below

UGC NET Paper-2 Syllabus

The following part of the UGC NET syllabus were previously under UGC NET Paper-2 and Paper-3 (Part-A) syllabus in Labour Welfare / Personnel Management / Industrial Relations / Labour and Social Welfare / Human Resource Management, however, as UGC has now only two papers i.e. UGC NET Paper-1 which is general and compulsory for all subjects and UGC NET Paper-2 on the specific subject (including all electives, without options) instead of previous three papers i.e. UGC NET Paper-1 which was general and compulsory for all subjects and UGC NET Paper-2 and Paper-3 on the specific subject, so, now-a-days, the following part is also considered as part of the UGC NET Paper-2 syllabus.

(Core Group)

Unit – I: Schools of Management thought – Scientific Management School, Human Relations School, Behaviour School, System Approach.
Function of Management – Planning: Types, Steps, Organising.
Direction, Control, Coordination, Communication.

Unit – II: Personnel Management: Functions, Structure of Personnel Department, Line and Staff, Job Analysis, Manpower Planning, New Challenges.
Recruitment and Selection, Placement and Induction.
Wage and Salary Administration, Job evaluation, Methods of Wage payment linking wages with productivity.
Grievance handling and Disciplinary action.

Unit – III: HRD Concept, Importance, Evolution, Functions, Organisation of HRD Function.
Performance appraisal, Training and Development, Quality of worklife, Career planning, Quality circles.
Training Programmes for workers, Management Development Programmes, Evaluation of training.

Unit – IV: Organisational Behaviour : Concept, Importance, Evolution, Role, Group dynamics.
Motivation, Leadership, Job satisfaction, Morale, Fatigue and Monotony.
Organisational change and Development, Organisational effectiveness.

Unit – V: Industrial Relations: Concept, Scope, Approaches, Industrial Relations System.
Industrial disputes: Causes, Effects, Trends, Methods and Machinery for the settlement of Industrial disputes.
Workers participation in Management, Code of discipline, Tripartite bodies, ILO, Industrial relations and the new economic reforms.

Unit – VI: Trade Unions: Meaning, Objectives, Functions, Theories, Structure of Trade Unions.
Trade Union Movement in India, Leadership, Finance, Union Politics, Inter and intra – union Rivalry.

Unit – VII: Labour legislation, Objectives, Principles, Classification, Evolution of labour legislation in India.
Impact of ILO, Labour legislation and Indian Constitution.
Factories Act, 1948.
Employees State Insurance Act, 1948; Workmen's Compensation Act, 1923; Maternity Benefit Act, 1961.

Unit – VIII: Trade Unions Act, 1926; Industrial Employment (Standing orders) Act, 1946; Industrial Disputes Act, 1947.

Minimum Wages Act, 1948; Payment of Wages Act, 1936; Equal Remuneration Act, 1976; Payment of Bonus Act, 1965.

Unit – IX: Labour Welfare : Meaning, Definition, Scope, Theories, Principles and approaches...
Statutory and Non – statutory labour welfare : Intra – mural and extra – mural welfare.
Agencies of Labour Welfare : State, Employer, Trade Unions, Voluntary Agencies.

Unit – X: Labour Market, Features, Demand and Supply of Labour, Nature and Composition of Indian Labour Force, Unemployment and Under employment.
Concepts of wages, State Regulation of wages, Fixation of wages, Wage theories, Wage differentials.

UGC NET Paper-2 Syllabus Continues

The following part of the UGC NET syllabus were previously under UGC NET Paper-3 (Part-B) syllabus in Labour Welfare / Personnel Management / Industrial Relations / Labour and Social Welfare / Human Resource Management, however, as UGC has now only two papers i.e. UGC NET Paper-1 which is general and compulsory for all subjects and UGC NET Paper-2 on the specific subject (including all electives, without options) instead of previous three papers i.e. UGC NET Paper-1 which was general and compulsory for all subjects and UGC NET Paper-2 and Paper-3 on the specific subject, so, now-a-days, the following part is also considered as part of the UGC NET Paper-2 syllabus.

(Elective / Optional)

Elective – I: Role of parties, Conflict, Cooperation, Industrial Actions, Bi-partitism, Tripartitism, Codes, Industrial Relations in changing scenario, Emerging trend, Future of Industrial Relations, Industrial Relations in UK and USA.

Elective – II: Personnel Management and Economic Reforms, New Challenges, Down sizing, Golden handshake, Total quality Management, Training and Management development, Organisational change and Development, Emerging HRM concept, Personnel Management and the Multinational companies.

Elective – III: Principles of labour legislation, Factors and forces influencing the growth of labour legislation in India, Implementation machinery, Evaluation of labour legislation, Proposed changes, Impact of ILO.

Question Pattern of UGC NET in Labour Welfare

There will be two question papers of UGC NET Examination in Labour Welfare i.e. Paper-1 and Paper-2. UGC NET Paper-1 is general and compulsory for all subjects whereas UGC NET Paper-2 on the specific subject i.e. Labour Welfare (including all electives, without options). The UGC NET Paper-1 will have 50 questions and 100 marks whereas Paper-2 will have 100 questions and 200 marks. The objective type questions will include ascending/ descending type question, multiple choices, multiple answers (checkbox), matching type, true / false, assertion-reasoning type, and comprehension type questions.

Industrial Relations: Industrial relations is a multidisciplinary field that studies the employment relationship. Industrial relations is increasingly being called employment relations or employee relations because of the importance of non-industrial employment relationships; this move is sometimes seen as further broadening of the human resource management trend. Indeed, some authors now define human resource management as synonymous with employee relations. Other authors see employee relations as dealing only with non-unionized workers, whereas labor relations is seen as dealing with unionized workers. Industrial relations studies examine various employment situations, not just ones with a unionized workforce. However, according to Bruce E. Kaufman "To a large degree, most scholars regard trade unionism, collective bargaining and labor-management relations, and the national labor policy and labor law within which they are embedded, as the core subjects of the field."__