PERIYAR UNIVERSITY
SALEM – 636 011

PERIYAR INSTITUTE OF DISTANCE EDUCATION (PRIDE)

DIPLOMA IN LABOUR AND SOCIAL WELFARE
ONE YEAR

REGULATION AND SYLLABUS
(Effective from the Academic Year 2014 - 2015)
DIPLOMA IN LABOUR AND SOCIAL WELFARE

REGULATIONS

Effective from the Academic Year 2014-15 and thereafter

1. **CONDITION FOR ADMISSION**

A candidate who has passed Plus Two or Higher Secondary Examination / +2 or Students undergoing UG or PG degree courses

2. **DURATION OF THE COURSE**

The course for the Diploma in Labor and Social Welfare shall consist of one academic Year.

3. **COURSE OF STUDY**

The course of study shall comprise instruction in books prescribed from time to time.

   a. Laws Relating to Labour Social welfare
   b. Labour Welfare and Industrial Sociology
   c. Labour Legislation Act I
   d. Labour Legislation Act II
   e. Personnel Management and Industrial Psychology

4. **EXAMINATIONS:**

The examination shall be three hours duration to each paper at the end of the year. The candidate failing in any subject(s) will be permitted to appear for each failed subject(s) in the subsequent examination. Practical Examination should be conducted at the end of the year.

5. **SCHEME OF EXAMINATIONS**

The scheme of examination shall be as follow

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Paper Code</th>
<th>Title of the Paper</th>
<th>Exam Duration</th>
<th>Maximum Marks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td>Laws Relating to Labour Social welfare</td>
<td>3 Hrs</td>
<td>100</td>
</tr>
<tr>
<td>2.</td>
<td></td>
<td>Labour welfare and Industrial Sociology</td>
<td>3 Hrs</td>
<td>100</td>
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<tr>
<td>3.</td>
<td></td>
<td>Labour Legislation Act I</td>
<td>3 Hrs</td>
<td>100</td>
</tr>
<tr>
<td>4.</td>
<td></td>
<td>Labour Legislation Act II</td>
<td>3 Hrs</td>
<td>100</td>
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<tr>
<td>5.</td>
<td></td>
<td>Personnel Management and Industrial Psychology</td>
<td>3 Hrs</td>
<td>100</td>
</tr>
</tbody>
</table>
6. **QUESTIONS PAPER PATTERN**

   a. **For Theory**

      Time: 3 Hrs.  
      Max. Marks : 100

      **PART – A : 5 X 5 = 25**

      (Answer all Five Questions)

      Answer to each question shall not exceed two pages.

      **PART – B: 5X 15 = 75**

      (Answer all Five Questions)

      Answer to each question shall not exceed two pages.

7. **PASSING MINIMUM**

   A candidate shall be declared to have passed the examination in a theory of study only if he/she scores not less than 40 Marks out of 100 in the University Examination.

8. **CLASSIFICATION OF SUCCESSFUL CANDIDATES:**

   Candidates who secure not less than 60% of the aggregate marks in the whole examination shall be declared to have passed the examination in First Class. All other successful candidates shall be declared to have passed in Second Class. Candidates who obtain 75% of the marks in the aggregate shall be deemed to have passed the examination in First Class with Distinction provided they pass all the examination prescribed for the course at the first appearance.
1. LAWS RELATING TO LABOUR SOCIAL WELFARE

UNIT 1: INDUSTRIAL RELATIONS - Concepts – Importance – Industrial Relations problems in the Public Sector – Growth of Trade Unions – Codes of conduct.


Reference Books

2. LABOUR WELFARE AND INDUSTRIAL SOCIOLOGY


Unit 3: Industrial Sociology: Nature and Scope of Industrial Sociology-Development of Industrial Sociology.

Unit 4: Rise and Development of Industry: Early Industrialism – Types of Productive Systems – The Manorial or Feudal system – The guild system – The domestic or putting-out system – and the factory system – Characteristics of the factory system – causes and Consequences of industrialization.


REFERENCE BOOKS
1. Saxena, R.C. : Labour Problems and Social Welfare in India
3. Vaid, K.N. : Labour Welfare in India
6. MAMORIA C.B. And MAMORIA S., Dynamics of Industrial Relations in India.

3. LABOUR LEGISLATION ACT I


Reference Books


4. LABOUR LEGISLATION ACT II

Unit I : The Payment of Wages – 1936


Unit II : The Minimum Wages Act 1948


Unit III : The Payment of Bonus Act 1965


Unit IV: The Contract Labour Regulation and Abolition Act 1970

Unit V: Employee Pension Scheme 1995


Text Books:


Reference Books:

2. Respective Bare Acts.

5. PERSONNEL MANAGEMENT AND INDUSTRIAL PSYCHOLOGY


Unit 2: Role and Functions: Role of Personnel Management in developing Industries - Status and Functions of Personnel Officer and Labour Welfare Officer.

Unit 3: Personnel Planning and Analysis: Manpower Planning, Recruitment, Job Evaluation, Job Analysis, Selection procedure and methods. Placement, Promotion, Demotion, transfer, Dismissal, Discharge.
Unit 4: Introduction to Industrial Psychology: Definitions & Scope. Major influences on industrial Psychology - Scientific management and human relations schools Hawthorne Experiments.


Reference Books