



# जम्मू केंद्रीय विश्वविद्यालय

Central University of Jammu

राया-सूचानी (बागला), जिला सांबा-181143 जम्मू (जम्मू एवं कश्मीर)

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No. 4-5/CUJ/Reg/HRM/2020/106

05<sup>th</sup> March, 2020

## NOTIFICATION No. 15 /2020

**Sub:** Course Scheme and Syllabus Notification of Ph.D. in Human Resource Management, Dept. of HRM & OB w.e.f. Academic Session 2019 - 20 – Reg.

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It is hereby notified for the information of all concerned that on the recommendations of the Board of Studies, Department of HRM & OB and Dean, School of Business Studies, the Academic Council, has approved the **Course Scheme** and **Syllabus** of Ph.D. in Human Resource Management, Dept. of HRM & OB w.e.f. Academic Session 2019 – 20.

The approved Course Scheme and syllabus is as under:

### Semester - I

Course Code	Course Title	Credit	CIA	MSE	ESE	Max. Marks
<b>Core Courses</b>						
PHHRM1C001T	Research Methodology and Computer Applications	4	-	-	-	100
PHHRM1C002T	Industrial Relation & Labour Laws	4	-	-	-	100
PHHRM1C003T	Contemporary Issues in People Management	4	-	-	-	100
<b>Elective Courses (Area of Research Interest) Any One</b>						
PHHRM1E001T	Decision Making	4	-	-	-	100
PHHRM1E002T	Diversity Management					
PHHRM1E003T	HR in Composite Cultural Environment					
PHHRM1E004T	Cross Cultural Management					
PHHRM1E005T	Strategic Human Resource Management					
PHHRM1E006T	HR Analytics					
PHHRM1E007T	Sustainable Development and HRM					
PHHRM1E008T	Seminar on Thrust Area					
<b>Total</b>		<b>16</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>400</b>

  
Deputy Registrar

(Admin – HR)

**Encl:** Syllabus of Ph.D. in Human Resource Management

**To:**  
Head, Department of HRM & OB

**Copy to:**  
Controller of Examinations

**Syllabus for PhD Programme in Human Resource Management  
For the academic year 2019-20**

**Course Code: PHHRM1C001T**

**Credit: 04**

**Course Title: Research Methodology and Computer Applications** **Contact Hrs/Week: 3 Hrs**

**Duration of Examination: 3Hrs**

**Maximum Marks: 100**

**Objective**

The Course has been designed to enhance the methodological understanding of research scholars and equip them on designing a sound research design for carrying out quality research.

**Unit-I**

Research: Definition and objectives, Types, Steps in Research Process, Errors in Research, Significance of HR Research, Concept-mapping for HR Research, Model Building in HR Research,

**Unit-II Literature Survey**

Literature review and Identification of Issues; Exploring the Electronic Databases: Locating and Evaluating Research Data; Collection and Compilation of Literature; Referencing: Styles, Using & Citing Sources; Research Gap; Objectives and Hypotheses formulation

**Unit III Research Design**

**Research Design:** Types: Exploratory, Conclusive: Causal and Descriptive: Longitudinal and Cross-Sectional, **Scaling Techniques:** Non-metric and Metric Measurement Scales, **Measurement:** Validity: Content Validity, Face Validity and Construct Validity; Reliability: Types, Factor Analysis: Exploratory and Confirmatory Factor Analysis

**Questionnaire:** Stages of Questionnaire Development, **Methods of Data Collection:** Primary and Secondary Data, Data collection through Questionnaire and Schedules

**Unit-IV Computer Applications**

Word processing; Formatting and Page Layout; Preparation and Use of Spread Sheet; Power point presentation, Computer Security,

**Scholarly Writing and Report Preparation:** Academic Writing, Structure and Contents of a Research Paper and Dissertation, Mechanics of Writing a Research Report; Ethics in Academic Writing and Plagiarism

**Note:**

- ❖ Teaching Pedagogy besides classroom teaching will essentially include practical implementation of different techniques

**Reference Books and Suggested Readings**

- Levin, R.I. and Rubin, D.S., Statistics for Management, ed.vii, 1998, Pearson.
- Naresh Malhotra, Marketing Research: An Applied Orientation, ed. vi, 2010, Pearson.
- Donald R. Cooper, Pamela S. Schindler, Business Research Methods, 8/e, 2006, Tata McGraw-Hill Co. Ltd.
- Zikmund, W. G. Business Research Methods, 7/e, 2012, Cengage Learning
- Field, A. Discovering Statistics Using SPSS, Third Edition, Sage Publication
- Electronic Resources: Databases, E-libraries, Online Journals etc.

**Syllabus for PhD Programme in Human Resource Management  
For the academic year 2019-20**

**Course Code: PHHRM1C002T**

**Course Title: Industrial Relation & Labour Laws**

**Duration of Examination: 3Hrs**

**Credit: 04**

**Contact Hrs/Week: 3 Hrs**

**Maximum Marks: 100**

**Objective**

The objective of this course is to acquaint the research students with the essentials of Industrial Relations in relation to the social, economic and political trends in the society and regulatory labour environment.

**Unit I: Introduction**

Application of Dunlop's model of industrial relations; issues and problems of industrial relations in Indian Industry; Preventive measures: grievances procedure, code of discipline and standing orders; settlement measures: mediation, conciliation, arbitration and adjudication,

**Industrial Relations in the New Economy:** From disputes to relationships: Employee engagement and High Performance Work Cultures; industrial relations in the service economy; emerging issues and challenges of IR in the knowledge era; globalization and changing IR terrain, Competencies for Sustainable Industrial Relations, Employer and Employee Response to New Age Industrial Relations, Leveraging IR for Workplace Harmony & Growth

**Unit II: Trade Unions and Collective Bargaining**

Trade Unions: Trade unionism in India; trade union legislation; relevance of trade unions in the 21<sup>st</sup> century. Employee relations: Employment Relationship Philosophies, Collective Bargaining: tactics and strategies; process and collective bargaining model; collective bargaining in India, its effectiveness and relevance.

**Unit III: Worker's Participation in Management**

Forms, and levels and models of participation; WPM in India; various schemes in participation - works committees, joint management councils and work-director; Schemes introduced during emergency (1975); shop council; working and effectiveness of the schemes in India; payment of bonus, profit sharing and ESOPs;

**Unit IV: Labour Legislations**

Constitution of India vis-a-vis Labour Legislations, Fundamental Rights and Labour Laws (Articles of Constitution having direct relationship with labour laws), Right to Constitutional Remedies (Article 32); Directive Principles of State Policy

**Some Specific Provisions under Various Laws:** Industrial Disputes Act, 1947; Instruments of Economic Coercion, A comparison between Industrial Disputes Act, 1947 and essential services maintenance Act, 1982; provisions relating to health, safety, working conditions and welfare under Factories Act, 1948, Unorganised Social Security Act, 2008, Sexual Harassment of Women at workplace Act, 2013

**Note:**

- ❖ Teaching Pedagogy besides classroom teaching will essentially include latest researches conducted in the area beside case studies
- ❖ Teaching-Learning Process will involve input from those who have demonstrated excellence in the area i.e. Practitioner's view will be incorporated.

## Reference Books and Suggested Readings

- R.C. Saxena, Labour Problems and Social Welfare.
- B.P. Tyagi, Labour Economics and Social Welfare.
- Promod Verma, Management of Industrial Relations.
- A.M Sharma, Industrial Relations, Concept and Legal Framework.
- Verma and others, Trade Union in India.
- Arun Monappa, Industrial Relations.
- B.K. Tondon, Collective Bargaining and the Indian Scene.
- M.L. Monga, Industrial Relations and Labour Laws in India.
- Srivastava, S. C. Industrial Relations and Labour Laws, 6<sup>th</sup> /e, Vikas Publishing House Pvt. Ltd.
- Goswami, V. G., Labour and Industrial Relations Law, Central Law Agency, Allahabad
- Misra, S. N. Labour and Industrial Laws, Central Law Publication,
- Agarwal, S. L. Labour Relations Law in India, Mc Millan Company of India Ltd., New Delhi

