

PAPER – V

SOCIOLOGY OF WORK

Objectives

- a) To acquaint the student with the social dynamics in the world of work both urban and rural
- b) To help the learner understand the complexities of the Indian working environment
- c) To provide an insight into the challenges faced by the worker and the approaches available to help workers

1. Nature and Scope of Sociology of

18 lectures

- Important Concepts: Work, Industry and Entrepreneurship
- Processes: Characteristics and Critique
 - a) Rise of industry
 - b) Industrialisation
 - c) Industrialism
 - d) Post-Industrialism and Knowledge Society

2. Perspectives on Motivation and Management

17 lectures

- Theories of Motivation
 - a) Theory X and Theory Y
 - b) Herzberg
 - c) McClelland and Vroom
 - d) Maslow
- Theories of Management
 - a) Scientific Management
 - b) Human Relations

3. Organization of Work

10 lectures

- Workers in the Formal Sector: Types , Characteristics , Problems
- Workers in the Informal Sector: Rise and Growth, Characteristics , Problems and Social Security

4. Rural Workers: Issues

10 lectures

- Present position of agricultural labour
- B. Indebtedness and Farmers Suicide

5. Children at work 10 lectures

- Issues
- Causes
- Extent
- Intervention

6. Management - Employee Relations 10 lectures

- Characteristics of Industrial Relations and Employee Relations
- Managing Industrial Relations
 - a) Traditional Approach: Collective Bargaining and Trade Unions
 - b) Modern Approach: Human Resource Management

7. Current trends: Liberalisation, Privatisation and Globalization 10 lectures

Impact with reference to

- Exit Policy: VRS
- Outsourcing: Knowledge Process Outsourcing and Business Process Outsourcing

Reading List

- Aswathapa.K. (2005), Human Resource and Personnel Management. Mcgraw Hill. New Delhi
- Breman J 2003, Informal Sector in “The Oxford Companion to Sociology and Social Anthropology edited by Veena Das. New Delhi
- Desai V 2000, Dynamics of Entrepreneurial Development and Management,2000 Himalaya Publishing House. Mumbai
- Dutt and Sundharam. 2007. Indian Economy,S Chand Publications. New Delhi
- Edgell.S,2006, The Sociology of Work, Sage Publications. United Kingdom
- Ghanekar.A. (2007).Human Resource Management,Everest Publishing House. Mumbai
- Gupta.P.K . 2006. Strategic Human Resource Management, Everest Publishing House. Mumbai.
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- Ramaswamy.E.A. and Ramaswamy. U.1981. Industry and Labour, Oxford University Press, Delhi.
- Rao. S,2005 Human Resource Management and Industrial Relations , Himalaya Publishing House. Mumbai
- Sarma A.M.2007. Industrial Relations :A Conceptual Framework, Himalaya Publishing House. Mumbai
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- Singh.N, 2000. Human Relation and Organisational Behaviour, Deep and Deep Publication. New Delhi
- Wilbert.M,1969 Impact of Industry , Prentice Hall of India Pvt Ltd. New Delhi
- Articles and Journals
- Gill.A, Singh.L. Farmers Suicides and Response to public policy, Evidence ,Diagnosis and Alternatives from Punjab, EPW 30 June,2006 pp 2762-2768.
- Mishra .S, Farmers Suicides in Maharashtra, EPW April 22nd,2006 pp 1538 – 1545.
- Social Action Journal Oct-Dec 2004, Workers In The Informal Sector.