

Solapur University, Solapur

Semester Pattern Syllabus

B. Com. III

INDUSTRIAL MANAGEMENT

Paper-I

(w.e.f. June 2015)

Semester - V

Unit-I: INTRODUCTION TO INDUSTRIAL MANAGEMENT

Meaning, Importance of Industrial Management, Recent trends in Industrial Management, Scientific Management- Meaning, Principles and Mechanism. (20 hrs.)

Unit-II: FACTORY LOCATION & BUILDING STRUCTURE

Factors determining Location of Factory- Steps in Location, Factory Building- Factors to be considered, Types of Building. (10 Hrs.)

Unit-III: PLANT LAYOUT

Nature, Objectives, Importance, Factors influencing Layout, Types of Layout, Problems of Layout. (15 Hrs.)

Unit-IV: WORK ENVIRONMENT

Meaning, Importance, Factors affecting Work Environment, Lighting, Ventilation, Air Conditioning, Sanitation, Noise Control. (15 Hrs.)

Semester - VI

Unit-I: PRODUCTION PLANNING & CONTROL (PPC)

Meaning, Objectives, Importance, Scope, Production Planning Functions, Techniques of Production Control- Routing, Scheduling, Dispatching and Follow-up, Limitations of PPC. (20 Hrs.)

Unit-II: INVENTORY MANAGEMENT & CONTROL

Meaning, Definitions, Objectives of Inventories, Inventory Cost, Inventory Control Techniques- Stock Levels, ABC analysis, VED analysis, FSN analysis, SDE Classification, Classification and Codification. (20 Hrs.)

Unit-III: PRODUCTIVITY

Meaning, Importance, Measurement, Ways of improving Productivity. (10 Hrs.)

Unit-IV: INDUSTRIAL POLLUTION

Meaning, Causes, Effects and Remedies. (10 Hrs.)

Solapur University, Solapur
Semester Pattern Syllabus
B. Com. III
INDUSTRIAL MANAGEMENT
Paper-II
(w.e.f. June-2015)

Semester-V

Unit-I: HUMAN RESOURCE MANAGEMENT

Meaning, Importance, Objectives, Scope, Functions of HRM; Human Resource Development- Objectives, Scope; HRM v/s HRD. (15 Hrs.)

Unit-II: HUMAN RESOURCE PLANNING & SELECTION

Human Resource Planning, Source of Recruitment, Selection Procedure, Steps in Scientific Selection Procedure. (15 Hrs.)

Unit-III: EMPLOYEE TRAINING & DEVELOPMENT

Introduction, Need for Training, Steps in designing Training Programmes, Methods of Training. (15 Hrs.)

Unit-IV: PERFORMANCE APPRAISALS

Meaning, Purpose, Methods, Ethics of Performance Appraisal. (15 Hrs.)

Semester-VI

Unit-I: WAGES and SALARY ADMINISTRATIONS

Nature and Purpose of Wages and Salary Administration, Factors influencing Wages and Salary Structure and Administrations; Methods of Wages Payment- Time Rate, Piece Rate and Incentives Plans (Taylor, Halsey, and Rowan); Fringe benefits. (20 Hrs.)

Unit-II: INDUSTRIAL RELATIONS

Meaning, Importance, Objectives, Participants / Variables in Industrial Relations, Worker's participations in Management. (10 Hrs.)

Unit-III: EMPLOYEE MORALE

Meaning, Importance, Factors affecting Employee Morale, Methods of measuring Morale, Improving Morale. (15 Hrs.)

Unit-IV: EMPLOYEE WELFARE

Concept, Need, Scope, Types of Employee's Welfare, Labour Welfare Practices in India. (15 Hrs.)

References:

- 1) Lundy J. L. - Effective Industrial Management - Eurasia Publications
- 2) Shrivastava R. M. - Management Policy & Strategic Management – HPH-1999
- 3) Punekar S. D. - “Labour Welfare”, Trade ‘Unionism and Industrial Relations’ – HPH-2003
- 4) Memoria C. B. - Personnel Management
- 5) M. E. Tukaram Rao – Industrial Management
- 6) Singh, Chhabra, Taneja – Personnel Management & Industrial Relations
- 7) Sharadchandra Gokhale – Kamgar Kalyan – (Marathi)
- 8) V. P. Michel – Human Resource Management
- 9) Dipak Kumar Bhattacharya – Human Resource Management – Excel Books, New Delhi
- 10) J. Jain – Industrial Management – Kitab Mahal, Allahabad
- 11) O. P. Khanna – Industrial Engineering & Management
- 12) K. K. Ahuja – Industrial Management – Khanna Publishers, Delhi



Solapur University, Solapur
Nature of Question Paper For Semester Pattern
• Faculty of Commerce (B.Com., M.Com.)
Model Question Paper
(w.e.f. June 2015)

Time: - 2 hrs.

Total Marks-50

- | | | |
|-------------|--|-----------|
| Q. 1 | Multiple choice questions
(four alternatives should be given) | 10 |
| | 1 ----- | |
| | (a) (b) (c) (d) | |
| | 2 | |
| | 3 | |
| | 4 | |
| | 5 | |
| | 6 | |
| | 7 | |
| | 8 | |
| | 9 | |
| | 10 | |
| Q. 2 | Answer the following
(Short note/Short problem/Short answer) | |
| | (A) | 05 |
| | (B) | 05 |
| Q. 3 | Answer the following
(Short note/Short answer/Short problem) | |
| | (A) | 05 |
| | (B) | 05 |
| Q. 4 | Answer any one (Long answer/Problem) | 10 |
| | i) | |
| | ii) | |
| Q. 5 | Answer any one (Long answer/Problem) | 10 |
| | i) | |
| | ii) | |