

SOLAPUR UNIVERSITY, SOLAPUR



NAAC Accredited-2015
'B' Grade (CGPA 2.62)

Name of the Faculty-COMMERCE

Syllabus-(CBCS Pattern)

Name of the Course-B.COM-III

Industrial Management Paper-I&II

Semester V & VI

With effect from June-2018

Solapur University, Solapur

B.Com. Part III (CBCS) Syllabus

Industrial Management Paper I& II

Preamble:

Industrial management explains basic knowledge of factory location, plant layout with techniques for good productivity, production planning and control. In addition to this, HRM, with talent management, HRIS enable the students to apply different skills and techniques to assist the management in taking appropriate decisions relating to factory and HRM.

Objectives:

1. To impart basic knowledge of industrial management with Human Resource Management and Human Resource Development.
2. To explain the role employee training and development and welfare in an efficient Human Recourse Management

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B.Com Part III (CBCS) Syllabus

Industrial Management Paper -I

(w.e.f. June 2018)

Semester - V

Unit I :	Introduction : Industrial Management – Meaning , Scope and Significance of Industrial Management. Scientific Management and Its principles. Recent trends in Industrial Management.	(15 Lec.)
Unit II :	Factory location and Plant layout A) Factory Location : Meaning, importance and factors determining the location of the factory. B) Plant layout - Meaning, Objectives and importance of plan layout. Factors affecting the plan layout, Types of layout, Problems in plan layout.	(20 Lec.)
Unit III :	Work Environment : Meaning and Significance of work environment. Factors influencing the work environment. lighting, ventilation and sanitation with provision in factory Act 1948.	(15. Lec.)
Unit IV:	Industrial Pollution : (Air & Water pollution) Meaning, causes and effects of Industrial pollution.	(10. Lec.)

Semester - VI

Unit I :	Industrial Pollution (Noise pollution) : Meaning, causes and effects. Preventive measure by Law and other effective measure to control industrial pollution.	(10. Lec.)
Unit II :	Inventory Management : Meaning, objectives and Significance of inventory Management. Receipt and issue of materials (Bin Card and Store Lager.) Methods of pricing the issues of materials (FIFO, LIFO and Simple Average.) Inventory control techniques – Stock Levels, EOQ and ABC Analysis	(20. Lec.)
Unit III :	Production Planning and Control : Meaning, Scope, objectives, importance and functions of production planning. Techniques of production control – Routing, Scheduling, dispatching and follow up. Limitation of production planning & control.	(15. Lec.)
Unit IV:	Productivity :Meaning and Importance of productivity. Factors affecting the industrial productivity–Productivity measurement-Ways to improve the productivity.	(15. Lec.)

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Industrial Management Paper -II

(w.e.f. June 2018)

Semester - V

Unit I :	Human Resource Management : Meaning, scope, nature, objective and Importance of HRM, Functions of HRM. Human Resource Devolvement – Meaning, Objective and Scope, HRM v/s HRD	(15 Lec.)
Unit II :	Human Resource Planning : A) Human Resource Planning : Meaning, Need and Process of Human resource planning. Factors to be considered during Human resource planning. B) Recruitment and Selection Process : Sources of recruitment, selection procedure, steps in scientific selection procedure.	(15 Lec.)
Unit III :	Employees Training and Development: Meaning, Need and Impartment of Training. Types of Training, Designing the Training Programmes and Methods of Training.	(15 Lec.)
Unit IV:	Performance Appraisal: Meaning, Utility and methods of performance appraisal. Ethics in self performance appraisal.	(15 Lec.)

Semester - VI

Unit I :	Wages and Salary Administration : Nature and Purpose of Wages and Salary Administration, Factors influencing Wages and Salary and Administration, Structure and Methods of Wages Payment –Time Rate and Piece Rate. Incentive Plans (Halsey and Rowan) Fringe benefits.	(20 Lec.)
Unit II :	Industrial Relations : Meaning, Importance, Objectives, Participants/ Variables in Industrial Relations, Worker's participation in Management.	(10 Lec.)
Unit III :	Employee Morale and Welfare A) Employee Morale : Meaning, Importance of Morale, Factors affecting Employee Morale, Measure to improve the Morale . B) Employee Welfare : Concept, Needs, Types of Employee's Welfare. Labour Welfare practices in India.	(20 Lec.)
Unit IV:	Recent Trends in Human Resource Management : Talent Management – Meaning, Nature and Process of talent management, retention of talent. Human Resource Information System (HRIS) – Meaning, nature and benefits of HRIS.	(10 Lec.)

References :

1. Memoria C.B. – Personnel Management
2. Aswaththappa K. – Human Resource Management (Text and Cases) – Mcgraw Hill Education (I) Ltd.
3. Michel V.P. – Human Resource Management
4. Dipakkumar Bhattacharya – Human Resource Management – Excel Books
5. Jain J. – Industrial Manageent – Kitab Mahal
6. Khanna O.P. – Industrial Engineering and Management
7. Ahuja K.K. – Industrial Management – Khanna Publishers
8. Shriwastav R.M. – Management Policy and Strategic Management – HPH
9. Lundy J.L. – Effective Industrial Management – Eurasia Publications
10. Sharadchandra Gokhale – Kamgar Kalyan (Marathi)

Equivalent Subject for Old Syllabus

Name of the Old Paper	Name of the New Paper
Industrial Management Paper I & II	Industrial Management Paper I & II