

B.A III YEAR

SOCIOLOGY

Paper IV: Industrial Sociology

- I.
 - a) **Nature and field of Industrial Sociology** – Industrial Sociology and related disciplines (1.1., 2.1., 3.1)
 - b) **Rise of Industrial Sociology:** Preliminary to Hawthorne Studies – summary of RATR and PWOR – human relations tradition (2.4)
 - c) **Industrialism and India** (5.3, 7.2)
- II. **Concept of work:** Work recreation and art, work, in pre-industrial and industrial societies, work avoidance, work and mental health (2.3, 4.5)
- III. **Evolution of Industry:**
 - a) Types of productive systems in the west – the Manorial, Guild, Putting out and factory systems.
 - b) Development of Industry in India (1.3, 2.2)
- IV.
 - a) Internal structure of industry – kinds of industrial organisation – Principles of organisation – levels of organisation line and staff (2.6, 2.8)
 - b) **Managerial functions:** Planning and decision making, organising, staffing, directing, motivation and control – communication in industry, group vice (2.6, 2.7)
- V. Characteristics of India, Worker – Labour commitment in India (2.10, 5.2)
- VI. **The organisation of labour:** Origin of trade unions – nature and function of trade unions – Development of trade union in India, a historical outline – problems of Indian Trade Unions (2.11, 5.5, 5.7, 7.15, 8)
- VII. **Industrial conflict and industrial relations :**
 - a) Classical Marxist theory – Human Relations Theory – the radio approach (5.6)
 - b) Collective bargaining : The search for accommodation – Negotiations – Patterns of pressure – Strikes and lockouts. Perspectives on collective bargaining – workers participation in Management (5.6, 5.7, 5.9, 3.8, 7.20, 7.24, 8)
- VIII. **Labour legislation in India with special emphasis on**
 - a) Trade Union Act
 - b) Industrial Disputes Act
 - c) Employees State Insurance Act (5.8, 7.9, 2)

Books for Study:

1. Eugene, V.Schneidaer: Industrial Sociology 1979 TMH Edn.
2. Pascual Gilbert: Fundamentals of Industrial Sociology 1983 TMH.
3. Charles B.Spaulding: An introduction to industrial Sociology
D.B.Taraporevala Bombay 1970.
4. Peter Worsley et al: Introducing Sociology Penguin 1970.
5. E.A.Ramaswamy and Uma Ramaswamy : Industry and Labour CULT Oxford
1983.
6. MayersC.A and Kannappan.S : Industrial relations in India – Asia 1976.
7. Punekar et al: Labour Welfare, Trade Unionism and Industrial relations in
India – Asia 1970.
8. N.R.Sheth: Social framework on an Indian Factory – Oxford Uni. Press.
9. N.R.Sheth : Industrial Sociology in India.
