

**PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS**

**(PMIR)**

**UTKAL UNIVERSITY**



**REGULATION & COURSES OF STUDY**

**(CBCS)**

**M.PHIL IN PERSONNEL MANAGEMENT & INDUSTRIAL RELATIONS**

## REGULATION FOR M. PHIL. COURSE IN P.M. & I.R.

### NAME OF THE COURSE: MASTERS OF PHILOSOPHY IN PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS (M. Phil. In PM&IR)

#### ADMISSION PROCEDURE:

Eligibility: **P. G. in PM&IR/IR&PM/MBA with HR as major specialization.**

Selection Criteria: The selection will be on the basis of Career marks (40%)-cum-entrance test (40%) cum -viva-voce test (20%).

#### REGULATIONS FOR EXAMINATIONS:

A student of M. Phil programme has to secure minimum 75% of attendance for appearing at the final examinations and has to secure 50% in aggregate to pass.

The course is of one year duration containing two Semesters:

(A) Each Semester has 3 papers.

(B) Each paper is of 100 marks.

(C) The distribution of marks is given below:

(i) In theory papers:

(Paper-1.1, 1.2 & 1.3 of 1<sup>st</sup> Semester and Paper-2.1 of 2<sup>nd</sup> Semester)

Class Test – 10 marks

Mid Semester Examinations – 20 Marks

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Total Internal – 30 marks

End term Examinations. - 70 marks

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Total: = 100 Marks

(ii) Paper 2.2 of 2<sup>nd</sup> Semester:

Survey of Literature – 60 marks

Seminar Presentation – 40 marks.

(The presentation shall be made in presence of all faculty members of the Department).

(iii) Paper 2.3 of 2<sup>nd</sup> Semester:

Dissertation – 70 marks

Viva-Voce - 30 marks

(The Viva-Voce shall be held by the internal guide and an external).

Minimum pass marks in each subject is 50% (both internal and end term). A student has to pass in all subjects in periodicals and end term examinations separately in each Semester.

If a student cannot clear all the papers in one session, he/she has to reappear in next year and maximum two chances are allowed including the original chance. A student can not repeat the practical papers, i.e. Paper-2.2 and 2.3 of 2<sup>nd</sup> Semester of M. Phil. Course.

#### PAPERS TO BE TAUGHT:

##### SEMESTER-I

PAPER-1.1 – Strategic Human Resource Management & Contemporary Issues

PAPER-1.2 – Comparative Industrial Relations and Employment Relations  
in Global Firms.

PAPER-1.3 - Basic & Advanced Research Methods.

##### SEMESTER-II

PAPER-2.1 - Advance Statistics (Computer Application)

PAPER-2.2 – Literature Survey & Presentation

PAPER-2.3 – Dissertation and Viva-Voce

## **M. PHIL. IN PM & IR**

### **COURSES OF STUDY**

#### **Course objective:**

- To understand the current issues in human resource management and industrial relations at business strategy level for identifying the research problems.
- To explore the latest statistical methods applicable in conducting social science research.

#### **Outcomes:**

The students become well versed with the research methodology which helps them in pursuing higher research work. It grooms them for a bright academic career.

### **SEMESTER-I**

#### **PAPER-1.1: Strategic Human Resource Management & Contemporary Issues:**

##### **Course objective:**

- To understand the importance of investment in human resources of an organisation and its strategic relevance.
- To understand strategic human resource management and its integration with the organisational strategy.
- To know about the process of strategy implementations, strategy follow up and evaluation.

##### **Outcomes:**

- The students can know about the cost factor involved in engaging people in the organisation, the importance of it at the organisation's strategic level. They will get to know regarding the SHRM models followed by organisations to make strategic decisions.
- The students will be able to establish the linkage between the strategic HRM and organisational strategy & the process followed for the integration.
- The students can learn about the methods involved in the implementation of a HR strategy, its follow up and final assessment.

### **UNIT-I**

Investment Perspective of HR. Risk, ROI, Utility Theory, Out Sourcing, Investment practices for improvement Retention. Investments in job secure workforce. Models of SHRM.

### **UNIT-II**

Importance of HR to strategy. Strategic HR Activity, Integration of strategy and HR Planning and other activity, HR Manager and Strategic Planning.

### **UNIT-III**

HR Planning: Strategic Role of HRP, Selecting Fore Casting Techniques – Forecasting the supply and demand of HR. HR Planning Support System.

### **UNIT-IV**

Workforce Utilization – Dealing with employee shortage selection of employees, dealing with employee surplus.

### **UNIT-V**

Strategy Implementation: Reward and Deut Strategically oriented performance management system. Strategically oriented Compensation system, Employee Development. Strategic Evaluation.

## **PAPER-1.2: Comparative Industrial Relations and Employment Relations in Global Firms.**

### **Course objective:**

- To understand the components of employment relations and the changes visible in it at global scenario.
- To know about the impact Social Charter of European Union has on the employment relations.
- To have knowledge about the WPM, Trade Unionism, Collective Bargaining in the select developed countries of the world.
- To develop understanding about the recent Industrial Relations scenario in multinational companies.
- To understand the role of ILO in Industrial Relations.

## **Outcomes:**

- The students learn about the changes happening in the global scenario due to factors like technology, economy, politics and its impact on the employment relations worldwide. It also equips the students about the influence, Social Charter of European Union has on the employment relations.
- The students get an overall view of the Industrial Relations and its components in developed countries; the role played by ILO in maintaining IR; some specific issues pertaining to IR due to changes in the demographic features of the workforce.
- The students get a base knowledge on how to address the IR related issues in global and multinational companies.

### **UNIT-I**

Contemporary Changes in Global Employment Relations. Employment Relations practices in developed and developing countries.

### **UNIT-II**

European Union and Social Charter – impact on employment relations.

### **UNIT-III**

Workers Participation in Management, Trade Unionism and Collective Bargaining in Global Context with special reference to U.K., U.S.A., Germany, Sweden and Australia.

### **UNIT-IV**

Contemporary IR issues in multi-national companies with special reference to globalization work force diversity, demographic changes in workforce, etc.

### **UNIT-V**

Social dialogues and IR- the Role of I.L.O.

## **PAPER-1.3: Basic and Advanced Research Methods:**

### **Course objective**

- To impart knowledge about the research methodology; its importance; the various dimensions of the social research.
- To understand the types of research design and their relevance.
- To know about planning of a research and its components.
- To provide knowledge about the preliminary statistical tools used in social research.

### **Outcomes**

- The course enables the students to understand the basic purpose of conducting a research with help of theoretical foundation of it. The students can know about the fundamental steps to be followed in the process. They can identify the kind of research design to be adopted for different kind of research work.

- The course makes the student understand how they should plan a research work and the particular steps to be carried out in the due course. It helps them to identify the statistical tools and their usage at different stages of the research work.
- The students gain confidence to pursue a research on their own.

### **UNIT-I**

Elements of Research Methodology: Social Research Strategies – Theory & Research. Considerations behind researches. Research strategy quantitative & qualitative consideration.

### **UNIT-II**

Research Design: Criteria in Social Research. Reliability, Replication, Validity relationship with research. Research Design: Experimental, Cross Sectional, Longitudinal, Case Study design, Comparative design.

### **UNIT-III**

Planning research project and formulating questions, writing research proposal. Reviewing Literature: Searching for existing literature. Getting the most from your reading. Systematic review. Narrative review. Searching the existing literature. Electronic data bases. Reference & Bibliography.

### **UNIT-IV**

Data Analysis: Types of variables;

Univariate Analysis: Frequency Table, diagrams, measures of Central Tendency and dispersion

Bivariate analysis: Relationships not causality, contingency tables, Pearson's "r" and Spearman's 'rho'.

### **UNIT-V**

Statistical Significance: The Chi-Square test. Correlation and statistical significance, comparing mean and statistical significance, 't' test,

## **SEMESTER-II**

**PAPER- 2.1 – Advanced Statistics (Computer Application): Multivariate analysis.**

### **Course objective:**

- To explore the advanced techniques like multi variant, factor analysis for the data analysis in research work.
- To understand the underlying principles of statistical analysis package like SPSS for advanced research.

### **Outcomes:**

- The students will be well versed with the trends in data analysis by gaining knowledge about multi variant analysis, factor analysis, multiple regression and canonical correlations. This will help students to identify the tools for data analysis once they start with their research work.
- The students are equipped with knowledge about the latest statistical package for data analysis in research which will contribute in creating a pool of research repository.

### UNIT-I

Characteristics and application.  
Classification of Multivariate Technique.

### UNIT-II

Variables and Importance of Multivariate Technique  
Multiple regressions

### UNIT-III

Multiple discrimination  
Multivariate Analysis of variance

### UNIT-IV

Canonical correlation Analysis  
Factor Analysis

### UNIT-V

Using SPSS for both Basic & Advanced Statistics

## **PAPER-2.2 - Survey of Literature & Seminar Presentation**

### **Course objective:**

- The students are provided a scope to carry out extensive review of literature on contemporary relevant topics.
- The students are made to carry out a pilot study on any of the topic after doing the review of literature. The study is presented for evaluation.

### **Outcomes:**

- The course enables the students to undergo a rigorous exercise of reading many books, articles, journals to find out the issues which are worth understanding in today's world.
- In the process, the students select a specific topic on which they do a pilot survey and give a presentation before the evaluation team. This activity makes the student understand the relevance of carrying out extensive review of literature and doing a pilot survey before proceeding ahead with the full fledged research activity.

## **PAPER-2.3- Dissertation and Viva Voce.**

### **Course objective:**

- To carry out a detailed study on a specific HR/IR topic in an organization.
- The dissertation prescribes/ comes up with suggestions for the organization.

### **Outcomes:**

- The students will be able to assess the problems of an organization very precisely and give workable suggestions. The students are more confident in exploring the HR/IR issues by utilizing the skills like review of literature and pilot survey.

- The interaction during the viva voce presentation will help the students to know about the areas where they need to improve and become a better researcher.