



Semester - III
CCLW307
Environment & Ecosystem

UNIT – 1

Basic ecology of earth: Vegetation pattern, Biotic factors, Abiotic factors, Climatic Factors (El Niño, La Niña) food chain, food web, Bio-Geo chemical cycles (N₂, CO₂, S₂, phosphorus and calcium).

Pollution and its effects:

AIR: composition and types of air pollution, ozone layer depletion, greenhouse effect

WATER: Types of water bodies, sources and types of water pollution, Marine pollution.

LAND: Soil structures and types of soil pollution, agricultural pollution, and chemical pollution.

SOLID WASTE POLLUTION: Types, Bio degradable and non-biodegradable waste and urban waste management.

THERMAL POLLUTION: Role of industries, Energy Consumption and its effect.

INDUSTRIAL POLLUTION: Types, effects and effluent treatment.

NUCLEAR POLLUTION: Radiation, effects and waste disposal.

NOISE POLLUTION: sources, types and its effects on health.

UNIT – 2

Environmental conservation: Conservation and preservation, Methods of Environmental conservation, Methods like drip irrigation, Water shed management, waste land reclamation, Bio-farming, Social forestry and afforestation. Peoples' participation in environmental movements CHIPKO, APIKO, NARMADHA BACHAO ANDOLAN movements and global Summits. Concepts of disaster, its types and disaster management preparation.

UNIT – 3

Environmental legislation

a. The Water (prevention and control of pollution) act 1974.

b. The Air (prevention and control of pollution) act 1981.

c. The Environment (prevention) Act 1986.

d. The forest Conservation Act.

REFERENCES BOOK :

1. **Environment and Development;** amirtava Mukherjee, V. K. Agnihotri.

2. **Environmental Challenges and ecological disaster :** Gopal Bhargava.

3. **Environment, Man and Nature :** Gautham Sharma.

4. **Appropriate Technology for Rural Development in India :** Flories P. Blankenberg.

5. **The Global Environment Movements :** B.D.Nagohadhari

6. **Environment Economics :** R. Srinivasan

7. **Pollution control legislations (Tamilnadu Pollution Control Board)**

8. Special issues by 'The Hindu' on Environment.

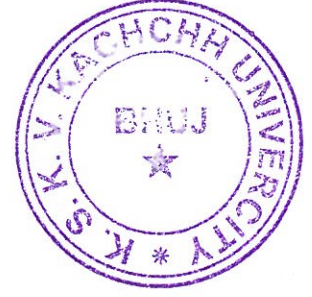
9. **Environmental Economics :** S. Sankaran



Paper Style

Note- Paper to be drafted in Gujarati and English Version both.

Question No.	Question Type	Unit	Marks
Q1	Descriptive Question (Any 1 out of 2)	1	20
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Q3	Descriptive Question (Any 1 out of 2)	3	20
Q4	Answer in one or two lines, Definitions, Conceptual	1,2,3	10
	Total		70



Semester - III
CCLW- 308
Legislation for welfare and social security

Unit : 1

Indian constitution and Labour Legislation.

Constitutional goals for Labour Legislations. History of Labour Legislations. Constitutional protection to civil servants. Constitutional Remedies.

Unit- 2

Factory act 1948, Minimum Wages act 1948. Payment of Wages act 1948. Equal remuneration act, mines act

Workmen's compensation act 1923. Employees state insurance act 1948. . Maternity benefit act 1961. Payment of Bonus act 1965.

Unit: 3

Employee's provident fund and miscellaneous provisions act 1952. Payment of Gratuity act 1972. Unorganized workers social security act 2008

Reference

N.D.Kapoor-

Labor laws- Jain book publications

P.S.Patel

Majoor kaydani saral samjuti (Gujarati) Meet public. Ahmedabad

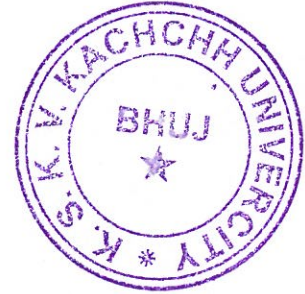
Sharma, A. M.

Principles of Labour welfare, Himalaya Publication, Mumbai

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Semester - III
CCLW - 309
Industrial Relation

Unit: 1

Industrial Relations: Definition, Importance, Scope and Components of Industrial Relations, Factors affecting Industrial Relations, Characteristics of Indian Industrial Relations System. **Industrial Disputes:** Definition, Classification of Industrial Disputes, Causes of Industrial disputes, Impact of Industrial dispute. **Industrial Unrest:** Strike, Lockouts, Topologies of Strikes, Illegal strikes, Prevention of strikes.

Unit: 2

Tripartite Bodies: The Indian Labour conference, Its importance and role in maintaining industrial relations, code affecting industrial relations, Impact of International Labour Code in industrial relations. **Bipartite Bodies:** Work committee and Joint, Management councils-its compositions and Functions. **Standing Orders:** Meaning, Objectives and Evolution of Standing orders.

Unit: 3

Grievances: Meaning, Definition, Causes of grievances, Procedure for Settlement and Model grievance procedure. **Collective Bargaining:** Meaning, Main Features of Collective bargaining, Importance, Principles of Collective Bargaining, Collective Bargaining agreements at different levels. **Settlement Machinery:** Conciliation, Arbitration and Adjudications. **Labour Welfare:** Concept, Features and Need of Labour Welfare officers, His contribution in Industrial Relation maintenance.

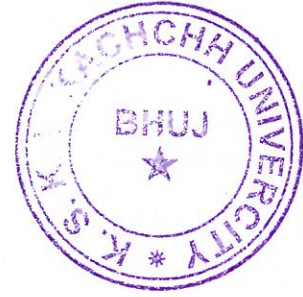
Reference:

1. Mishra L.: Case laws on Industrial Relations issues and implications- Excel Books, New Delhi 2006
2. Bhalia S.K.: Constructive Industrial Relations and Labour Laws- Deep and Deep, New Delhi 2003
3. Mathur T.N: Industrial Relations in Public Sector- Arihant Publishers, Jaipur 1990.

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Semester - III
ECLW305
Organisational behavior

Unit – 1

What is Organizational Behavior. Understanding the national culture and the Indian setting. Changes occurring in the Context and their impact on Organizational Behavior. Understanding Personality, Values, Attitude and their Impact on behavior at work Understanding Motivation at work.

Unit - 2

Understanding the process of Perception: How we make sense of our environment Understanding Interpersonal Communication and Transactions. Understanding Groups and Teams. Negotiation Understanding Decision-making

Unit – 3

Understanding Power and Organizational Politics. Understanding Organizational Culture and changing it for effectiveness Basic Theories of Leadership Contemporary Issues in Leadership Practice

REFERENCES BOOK:

1. Organizational Behavior (Latest Edition), Fred Luthans, McGraw-Hill
2. Organizational Behaviour by Gregory Moorhead & Ricky W. Griffin, Jaico Publication.
3. Organizational Behaviour by K. Aswathappa, Himalaya Publishing House Pvt. Ltd.
4. Organizational Behaviour by Niraj Kumar, Himalaya Publishing House Pvt. Ltd.

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Semester - III
ECLW306A
Introduction to Industrial Finance

Unit - 1:

Concepts of Industrial economics, its scope Concept of firm, plant, industry and market. Organization of a firm – ownership, control and its objectives Alternative theories of firm – Theory based on profit maximization and other objectives of firm Growth of a firm.

Unit - 2:

Seller's concentration, entry conditions. Economics of scale, market structure and profitability, Significance of location, forces influencing location. theories of location by Alfred Weber and Sergeant Florence. location problems in the Indian Industry. Transportation for Industrial development

Unit - 3:

Industrial Policy during planning, period – Liberalization and Privatization – Policy issues, Regional industrial growth in India, Industrial Sickness. Economic concentration. Role, nature and types of Industrial Finance. Agencies providing industrial finance. volume of institutional finance – IDBI, IFCI, SFC, SIDC, Commercial bank, stock exchanges, investment trusts and international finance corporation

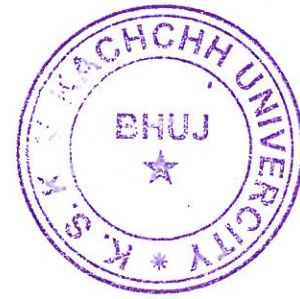
REFERENCES BOOK

1. Barthwal, R.R (1998), industrial economics, new age International P. Ltd. New Delhi
2. Cherunilam, F. (1994), Industrial Economics, : Indian Perspective (3rd edition), Himalaya Publishing house, Mumbai
- Hay, D & D J Morris (1979) Industrial Economics : Theory & evidence, oxford University Press, New Delhi
- Divine, F. J & R. M. Jones Et. At

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Semester - III
ECLW306B
Organisation development

Unit – 1

Organization development and Reinventing the organization: Meaning and evolution of OD, Who Does OD, Organizational Culture and Socialization Process, Psychological Contracts, A Model for OD. Organizational renewal and Challenge of change: Challenges of Change, Organizational Renewal, The Systems approach to change, Socio technical System, Future Shock and Change, Organizational Transformation and development, OD: Planned Change Process. Change of the Organizational Culture: Creating a culture of change, Understanding corporate culture, Cultural resistance to change, tools for change, Goals and Values of OD

Unit – 2

OD Practitioner: Role, Styles: Haphazard vs. planned change, External vs internal change agents, OD practitioner styles, The intervention process, Forming the Client-consultant relationship, creating and using of rules, the red flags practitioner-client relationship. Diagnosis Process: Diagnosing Problem areas, meaning of diagnosis, the data collection process, processing of collected data, Diagnostic models, and red flags in diagnosis. Overcoming Resistance to Change: Life cycle of resistance to change, Leading change, Model of change, driving forces, restraining forces, Strategies of dealing with resistance

Unit - 3

Process Intervention Skills: Process interventions, Group process, types of process interventions, results of process interventions Strategies for OD Intervention: Basic Strategies to change, integration of change strategies, stream analysis, selecting OD interventions, Major OD intervention techniques. Empowerment and Interpersonal Intervention: Empowering the individuals and employees, Laboratory learning, Interpersonal styles, Career Life Planning Interventions

REFERENCES BOOK

1. Tupper cawsey Tool kit for Organization Change Sage Latest Edition
2. Managing Change & Transition HB Press Latest Edition
2. Brown, D. R. Experiential Approach to Organization Development, Pearson publication.

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