

**Punyashlok Ahilyadevi Holkar Solapur University, Solapur**



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

**Name of the Faculty: Commerce & Management**

**CHOICE BASED CREDIT SYSTEM**

**Syllabus: Industrial Management**

**Name of the Course: M.Com. I (Sem.- I & II)**

**(Syllabus to be implemented from w.e.f. June 2020)**

**Punyashlok Ahilyadevi Holkar Solapur University, Solapur**

**Revised Semester Pattern Syllabus**

**Choice Based Credit System (CBCS)**

**M.Com. Part-I (Sem. I & II)**

Name of the Course:

**Industrial Management**

**Soft Core (Paper I & Paper II)**

**w. e. f. June 2020**

Title of the Programme: **M.Com. [Duration 2 Years]**

Medium of Instruction: **English**

Eligibility: **B.Com. Pass**

**\* Industrial Management**

**Soft Core (Paper I & Paper II)**

Semester Pattern Syllabus for M. Com-I, Semester-I & II

[With effect from June 2020]

Lectures- **4 per week**

Total marks- UA **70**+CA **30**=**100**

**Preamble:**

Industrial Management, as a field of Commerce & Business administration, studies the structure and organization of industrial companies. It comprises those fields of business administration that are necessary for the success of companies within the manufacturing sector and the encompassing services (primarily human resource management production and operations management, marketing management, and financial management). The change of people involves changing attitudes, expectations, perceptions and behaviour. These changes are used to help people within organizations to work together more effectively. Changing structure relates to job design, job specialization, hierarchy, formalization and all other organizational structural variables. An Industrial

environment has both specific and general components, and micro and macro environments. The precursor of the study field industrial management was factory management. It had a strong similarity with technical management fields. Parallel to this, there was also a factory management that was more in the area of business administration. This dealt with the organizational questions of factory and office administration. The term and the contents of present-day industrial management were strongly focused.

**Specific objectives:**

- 1) The main objective of this course is to make the students understand industrial management practices.
- 2) To impart the core understanding of industrial production, planning and control, Industrial efficiency and productivity, Industrial discipline and relations.

**Course Outcome:**

- 1) The students, ongoing through the course, will able to take decision regarding production, planning and control and deciding plant location and layout.
- 2) The students will aware and able to measure industrial productivity and efficiency as well as students will able to maintain industrial discipline and improve the industrial relations.

**Punyashlok Ahilyadevi Holkar Solapur University, Solapur**

**Revised Semester Pattern Syllabus**

**Choice Based Credit System (CBCS)**

**M.Com. Part-I (Sem. I)**

**Industrial Management**

**Soft Core (Paper I)**

**w. e. f. June 2020**

**Total Lectures- 60 Marks allotted=100**

**(University Exam + College Assessment) 70+30=100**

<b>Unit No.</b>	<b>Name of the Unit</b>	<b>Topics/Details</b>	<b>Lectures</b>
<b>1</b>	<b>Introduction to Industrial Management</b>	A) Industrial Management –Concept Meaning and Definitions B) Scope of Industrial Management C) Application of Industrial Management D) Objectives of Industrial Management E) Significance of Industrial Management. F) Difference between Industrial Management & Production Management G) Recent trends in Industrial Management	15
<b>2</b>	<b>Production, Planning and Control</b>	A) Concept and Meaning of PPC B) Functions of PPC C) Scope of PPC D) Objectives of PPC E) Benefits of PPC F) Phases of in PPC System G) Techniques of PPC	15
<b>3</b>	<b>Plant Location and Plant Layout</b>	A) Concept and Meaning of Plant Location B) Theories of Plant Location i) Weber’s Theory of Industrial Location ii) Sargant Florence’s Theory of Location C) Factors Influencing Location D) Concept and Meaning of Plant Layout E) Factors Affecting Plant Layout F) Advantages of Plant Layout G) Techniques of Plant Layout H) Types of Plant Layout	15
<b>4</b>	<b>Material Management and Purchase Management</b>	A) Concept and Meaning of Material Management B) Integrated Approach to Material Management	15

		C) Integrated Approach to Material Management D) Objectives of Material Management E) Functions of Material Management F) Concept and Meaning of Purchase Management G) Functions of Purchase Department H) Methods of Purchasing I) Steps in Purchasing Procedure	
--	--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

# **Punyashlok Ahilyadevi Holkar Solapur University, Solapur**

## **Revised Semester Pattern Syllabus**

### **Choice Based Credit System (CBCS)**

#### **M.Com. Part-I (Sem. II)**

#### **Industrial Management**

#### **Soft Core (Paper II)**

**w. e. f. June 2020**

**Total Lectures- 60 Marks allotted=100**

**(University Exam + College Assessment) 70+30=100**

<b>Unit No.</b>	<b>Name of the Unit</b>	<b>Topics/Details</b>	<b>Lectures</b>
<b>1</b>	<b>Industrial Efficiency and Industrial Productivity</b>	A) Concept and Meaning of Industrial Efficiency B) Factors Influencing/Affecting Industrial Efficiency C) Measures to Raise/Improve Industrial Efficiency D) Concept and Meaning of Industrial Productivity E) Factors Influencing/Affecting Industrial Productivity G) Advantages/Benefits of Higher Industrial Productivity H) Measurement of Productivity i) Labour ii) Capital iii) Land and iv) Machine I) Measures to Improve Productivity	<b>15</b>
<b>2</b>	<b>Industrial Discipline and Grievance Procedure</b>	A) Concept and Meaning of Industrial Discipline B) Symptoms of Poor Industrial Discipline C) Steps in Disciplinary Procedure D) Concept and Meaning Grievance Procedure E) Need of Grievance Procedure F) Method of Redressing Grievances G) Principle of Handling Grievances H) Model Grievance Procedure/Machinery in India	<b>15</b>
<b>3</b>	<b>Trade Unionism and Collective Bargaining</b>	A) Concept and Meaning of a Trade Union B) Features of Trade Union C) Functions/Objectives of Trade Union D) Weaknesses/Defects of Indian Trade Union E) Measures to Remove Weaknesses/Defect of Indian Trade Union F) Concept and Meaning of Collective Bargaining G) Features of Collective Bargaining H) Advantages/Importance of Collective Bargaining	<b>15</b>
<b>4</b>	<b>Industrial</b>	A) Concept and Meaning of Industrial Democracy	<b>15</b>

	<p><b>Democracy and Workers Participation in Management</b></p>	<p>B) Features of Industrial Democracy  C) Advantages/Benefits of Industrial Democracy  D) Concept and Meaning of Workers Participation in Management  E) Need of Workers Participation in Management  F) Methods/Techniques of Workers Participation in Management  G) Pre-requisites of Workers Participation in Management</p>	
--	-----------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

### Reference Books

- 1) Punekar S. D. - "Labour Welfare", Trade 'Unionism and Industrial Relations' - Himalaya Publication House-2003.
- 2) M. E. Tukaram Rao – Industrial Management.
- 3) Singh, Chhabra, Taneja – Personnel Management & Industrial Relations.
- 4) Memoria C.B. – Personnel Management.
- 5) Aswaththappa K. – Human Resource Management Text and Cases – Mcgraw Hill Education(I) Ltd.
- 6) Dipak Bhattacharya – Human Resource Management, Excel Books New Delhi.
- 7) Jain J. – Industrial Manageent – Kitab Mahal, Allahabad.
- 8) Khanna O.P. – Industrial Engineering and Management.
- 9) Ahuja K.K. – Industrial Management – Khanna Publishers, Delhi.
- 10) Lundy J.L. – Effective Industrial Management – Eurasia Publications
- 11) Shrivastava R. M. - Management Policy & Strategic Management – Himalaya Publication House -1999
- 12) S. N. Chary - Production and Operation Management 3<sup>rd</sup> Edition
- 13) K. Aswathappa, K. Shidhara Bhat – Production and Operation Management Himalaya Publication House.
- 14) B.S. Goel- Production and Operation Management
- 15) Kumar and Mittal- Production and Operation Management