

Punyashlok Ahilyadevi Holkar Solapur University, Solapur



NAAC Accredited-2022
'B++' Grade
(CGPA2.96)

Name of the Faculty: Commerce & Management

CHOICE BASED CREDIT SYSTEM

Syllabus: Industrial Management P. I & II

Name of the Course: B. Com. Part- III

(Syllabus to be implemented from w.e.f. June 2024)

Punyashlok Ahilyadevi Holkar Solapur University, Solapur

B.Com. Part III (CBCS) Syllabus

Industrial Management Paper-I

(w.e.f. June 2024)

Objectives:

1. To make students familiar with the subject industrial management.
2. To create the awareness of industrial environment.
3. To expose the students the importance and applicability of industry management.
4. To create the employability for students in industrial sector.

Semester –V

Unit I :	Introduction to Industrial Management: Meaning Industrial Management Scope Industrial Management Significance of Industrial Management. Scientific Management by F. W. Taylor Recent trends in Industrial Management	(15 Lec.)
Unit II :	Factory location and Plant layout: A) Factory Location: Meaning Factory Location Importance Factory Location factors determining the location of the factory B) Plant Layout: Meaning of plant layout Importance of plant layout. Factors affecting the plant layout Types of plant layout	(15 Lec.)
Unit III :	Work Environment and Factory Prevention: A) Work Environment: Meaning of work environment Significance of work environment Factors affecting the work environment. B) Factory Prevention: Industrial Pollution: (Air, Water and Noise pollution) Meaning, causes and effects of Industrial pollution. Preventive measure by Law and other effective measure to control industrial pollution.	(20 Lec.)

Unit IV:	Plant Maintenance: Concept of Plant Maintenance Importance of Plant Maintenance Modern trends in plant maintenance.	(10 Lec.)
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Semester - VI

Unit I :	Production, Planning and Control (PPC): Concept of PPC Scope of PPC Objectives of PPC Importance of PPC Techniques of PPC	(15 Lec.)
Unit II :	Inventory Management: Meaning inventory management objectives inventory management Importance of inventory management Methods of pricing the issues of materials (FIFO, LIFO and Simple Average.) Inventory control techniques – Stock Levels, EOQ and ABC Analysis	(15 Lec.)
Unit III :	Industrial Productivity: Meaning of industrial productivity Importance of industrial productivity factors affecting the industrial productivity Productivity measurement Ways to improve the industrial productivity	(15.Lec.)
Unit IV:	Financial Management: Concept of financial management Importance of financial management Sources of finance Fixed and Working Capital Concept of Seed Finance	(15. Lec.)

Punyashlok Ahilyadevi Holkar Solapur University, Solapur

B.Com. Part III (CBCS) Syllabus

Industrial Management Paper-II

(w.e.f. June 2024)

Objectives:

1. To make students familiar with the subject industrial management.
2. To create the awareness of Human Resource Management
3. To explore the students the importance and applicability of Human Resource Management
4. To create the employability for students in the area of personnel management department

Semester - V

Unit I :	Introduction to Human Resource Management: Concept of HRM Nature of HRM Scope of HRM Significance of HRM Objectives of HRM Functions of HRM	(15 Lec.)
Unit II :	Human Resource Planning (HRP) and Recruitment and Selection: A) Human Resource Planning: Meaning of HRP Need of HRP Process of HRP. Concept of Job Analysis, Job Description and Job Specification B) Recruitment and Selection: Meaning of Recruitment and Selection Sources of recruitment Selection Process	(15 Lec.)
Unit III :	Employees Training and Development: Meaning of training Need for training Methods of training Effectiveness of training Importance of HRD Difference between HRM and HRD	(15 Lec.)

Unit IV:	Performance Appraisal and Recent trends in HRM: A) Performance Appraisal: Meaning of performance appraisal Purpose of performance appraisal Methods of performance appraisal Ethics in self performance appraisal B) Recent Trends in HRM: Concept of Employee branding Concept of Work life balance Concept of Emotional intelligence	(15 Lec.)
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Semester - VI

Unit I :	Employee Remuneration: Concept of Remuneration Meaning of Wages and Salary Nature and Purpose of Wages and Salary Administration Factors influencing Wages and Salary Administration Methods of Wages Payment –Time Rate and Piece Rate Incentive Plans (Halsey and Rowan) Fringe benefits	(20 Lec.)
Unit II :	Industrial Relations: Meaning of Industrial Relations Importance of Industrial Relations Objectives of Industrial Relations Parties to Industrial Relations Factors affecting industrial relations Worker’s participation in Management	(10 Lec.)
Unit III :	Employee Morale and Welfare: A) Employee Morale: Meaning Employee Morale Importance of Employee Morale Factors affecting the Employee Moral Measure to improve the employee Morale B) Employee Welfare: Concept of Employee Welfare Needs of Employee Welfare Types of Employee’s Welfare.	(20 Lec.)
Unit IV:	Industrial Psychology: Meaning of industrial psychology Objectives of industrial psychology Scope of industrial psychology Group dynamics of industrial psychology Industrial fatigues	(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)
11. K. Ashwathappa : Human Resource Management, Tata McGraw Hill, New Delhi.
12. A. K. Ahuja : Inustrial Management, Kalyani Publishers, New Delhi.