

Teaching Plan HRM Second semester 2014

HRM-SII-07

EMPLOYEE ENGAGEMENT

Teachers Name Dr (Mrs) Intezar khan

TOPICS/UNIT	WEEK	READINGS
Concept and evolution of employee engagement, Labour welfare concept Evolution & scope, and employee welfare	20, January-22 January.2014	Bhatia, K.S., (2003) Constructive Industrial Relations and Labour Laws, Deep and Deep publications Pvt Ltd. New Delhi.
Factories Act, 1948, brief of all labour legislations and social security Acts.	27, January-29 January 2014	Factories Act and class notes/PowerPoint
Measuring, managing and maintaining employee engagement and its relationship with job improvement, job satisfaction, productivity, organisational commitment etc.	First week of March, 2014	Paranjpe Vivek (1991) Human resource Management in India Legal perspective Capital books international, New Delhi.
Contract labour Act, 1970 and Non statutory measures for employee welfare.	Second week of March 2014	Bare Acts and class notes/PPT
Shops and establishment Act		
Social Security: concept, evolution & types Statutory measures for occupational health, workman's Compensation Act, 1923 and ESI Act 1948	Third week of March, 2014	Jois, P. V., (1981) Labour welfare New outlook of industry and labour in modern society Somaya publications, New Delhi
		Acts and class notes
Statutory measures for employee disengagement; Miscellaneous provisions act 1952	Fourth week of March, 2014	Social security Acts
Employees Provident Fund Act 1952, and Payment of Gratuity Act, 1972.	April first week, 2014	do
voluntary Retirement measures	April second week, 2014	
Statutory Measures for women; Maternity Benefit Act 1961		Leat, Mike, (2001) Exploring Employee Relations, Elsevier. Singapore
prevention of sexual harassment at workplace	April third week, 2014	Sexual harassment bill & Act
Non statutory measures for employee welfare and revision of course	April fourth week, 2014	Field experience sharing/case studies/ppt

