

**SEMESTER-6  
PAPER -7  
INDUSTRIAL SOCIOLOGY**

**Course: 60hours**

**Objectives:**

1. Trace the origins of industrial relations
2. Explore the different facets of relations between workers, management and the state
3. Understand the changing aspects of industrial relations.

**Chapter 1 Subject matter of Industrial Sociology (10 hours)**

The rise of Industrial Sociology

Taylorism, Hawthorne studies (BWOR,, RATR Experiments)

**Chapter 2 Emergence of Industry in India (10 hours)**

- a) The Indian Worker, Features of Indian Worker, the contribution of social Philosophy, family, caste and community in determining the attitude of workers
- b) Gandhian approach, Nehruvian approach.  
Impact of large industries on condition of workers.

**Chapter 3 Perspectives on Industrial Relation (15 hours)**

(With the new impetus give to development of human resources in the organization)

- a) A brief review of the history and features of Trade Union, Trade unions In the context of privatization (with the growth of the Service Sector, knowledge economy and an increase in privatization, trans-national organization accompanied by a drastic reduction in employees and the job-worker ratio)
- b) Collective Bargaining: Concept, Negotiations and collective bargaining in Indian context
- c) Workers participation in Management: Concept, areas of participation and workers participation in Indian context

**Chapter 4 Work Culture and Work ethic (15 hours)**

Demands of a new work ethic and work culture because of Privatisation and Globalisation with special reference to Information technology and Biotechnology industries.

ORGANISATIONAL CULTURE: Meaning. Creating and maintaining organisational culture. Physical conditions of work elimination of noise, humidity. Spacing of worke - shift work. Innovation at work place. Managing Diversity.

Introduce the functions of the Human resource manger in the modern work space.

**Chapter 5 Labour in unorganized sector: (10 hours) (self study)**

(With special reference to Indian women workers)

service sector

Agriculture

Small scale industries

Children and work.

**BOOKS:**

1. Pascal Gisbert: Fundamentals of Industrial Sociology; Orient – Longman
2. E.V.Schneider – Industrial Sociology
3. Ramswamy & Uma Ramswamy – Industrial Labour in India – Oxford

4. S.C.Panth – Indian labour problems – Chaithanya Pub. House
5. Baviskar et al- Social structure and change ( Vol.4) Sage Publishers
6. Shankaran & Punekar – Trade Unionism, Industrial Relations and Labour , Welfare . Himalaya Pub. House
7. Sociological Bulletin Vol.2.Sep 2002 – Mutual Exchange of Labour in changing Agrarian Environment.
8. G.P.Sinha & P.R.N. Sinha: Industrial relations & labour Legislation – Oxford and IBH
9. Rao Prakash V.L .s & Tewari .v.k 1970 , The structure of an Indain Metrpolis – A study of Bangalore : Allied Publishers Private Limited . New Delhi / Bangalore
10. .... 1983, Urbanisation in India . Allied Publishers
11. Savage, Mike& Warde , Alan 1993 Urban Sociology , Capitalism and Modernity . The Macmilan Press Limited London
12. Simmel , Gerorge 1964 , The Metropolis and Mental Life in K.Wolff , the Sociology of George Simmel : Free Press . New York , p.p 409-424
14. Weber Max 1966( 1905) , The City Glencole 3<sup>rd</sup> . Thr Free Press
- 15 Wirth Louis 1938 , Urbanism as a Way of Life “ In American Journal of Sociology

**SEMESTER-6**  
**PAPER-8**

**Introduction to Social Thought**

**Objectives:**

**Course: 60 hours**

1. Introduce the students to social thinker and their thought.
2. Identify the aspects of theorizing
3. Comprehend the different stages of the development of social thought.

**Chapter 1 Social thought**

**(10 hours)**

Origins of social thought - Meaning and definition of social thought - Nature of social thought - Characteristics of social thought - Importance of social thought - Social thought and sociological thought. Different perspectives in sociology  
a) Conflict, b) functional c) Interaction

**Chapter 2 Emile Durkheim**

**(15 hours)**

Durkheim's Contribution: the division of labor in society - Theories of suicide - The rules of sociological method - The elementary forms of religious life.

**Chapter 3 Max Webber**

**(10 hours)**

Webber's Contribution: sociology of religion, Bureaucracy

**Chapter 4 R.K Merton**

**(15 hours)**

Theories of the middle range, Clarifying functional analysis, Dysfunctions, Unanticipated consequences and manifest and latent functions, functional alternatives, Merton's theory of deviance.

**Chapter 5 - Vilfredo Pareto**

**(10 Hours)**

Logical and non - logical action \_ Sociology as logico - experimental science Residues and derivations - The circulation of elites

**Books for reference:**

1. Francis Abraham And John Morgan, Sociological Thought, Macmillan, India 1985.
2. Bogardus, E.S, The Development of Social Thought.
3. Raymond Aron, Thought Main Currents of Sociological Thought, Part 1, Penguin books 1981
4. J.H Abraham., origins and growth of sociology. New York, Penguin Books, 1977.
5. Radall and Michael Makousky, the discovery of society, New York Random house, 1972
6. Nikolas Timashaff and George Theodorson, sociological Thought, New York Random house, 1976
7. Lewis. A Coser, Masters of sociological thought, New York, Harcourt Barac, Jovanovich 1971.