# DEPARTMENT OF INDUSTRIAL SOCIOLOGY

**Name of the Programme : Under graduate Level (B.A)**
**Subject- Industrial Sociology (Hons)**

## Programme Specific Outcomes:

Industrial sociology courses teach students to examine the relationships between coworkers, management and employees and analyze how those relationships affect the work environment. the curriculum thus intends to reduce the gap between industry and academia, with the right blend of theory and practice, furthering students to nurture their talent for becoming good leaders and assets for an organization. Students shall gain an in-depth knowledge and analytical skills which will enable them to effectively and efficiently carry out various human resource and organizational development operations of an organization in the emerging globalized environment.

Human resources is a crucial field of interest in industrial sociology . A human resource specialist is an expert who can handle different responsibilities, from generalizing roles like recruiting, employee relations to higher management roles like policymaking, benefits, and payroll for employees. Policy Analyst is another central role that you can pursue amidst the diverse careers in Industrial Sociology. For this position, a Master's degree or PhD in Industrial Sociology is the primary eligibility criteria. Industrial sociologist may work as aconsultants for business organizations. Where they offer knowledge on how business leader can enhance good work relations among their employees.

Industrial sociology is an applied discipline. It concerned with the study of human relations as they grow and operate in the field of industries. It concentrate upon the social organizations of the work place or industry.

# Course outcomes of Industrial Sociology

| Sl. No. | Paper/ course | Title | Course Outcome |
|---------|---------------|-------|----------------|
| 1 | Core-I | Introduction to Industrial sociology | Introduction to the industrial organization and it's functioning. Getting acquainted with the structure and changing nature of Indian society |
| 2 | Core-II | Industry & Society in India | Acquaintance with the structure of industry and industrial society. |
| 3 | Core-III | Industrial Psychology | The industrial psychology course is concerned with the application of psychological theories and principles to organizations. |
| 4 | Core-IV | Social change & Development | This paper is expected to provide wholesome idea to the students about the process of social change. They can relate their experience with the theoretical explanation. |
| 5 | Core-V | Research Methodology | • Imparting basic Research Skills . <br> • Introduction to various steps in conducting research. <br> • Acquaintance with different types of research and issues in research. |
| 6 | Core-VI | Environment and Industry | • Understanding the relationship of man with the environment and help them change his attitude for more positive, proactive, eco-friendly and sustainable lifestyles. <br> • Getting information about climate change, Global warming, Acid rain, Green house effect, Ozone, layer depletion. |
| 7 | Core-VII | Labour Welfare & Industrial Development | To equip to handle industrial disputes with detailed knowledge of actual organization scenarios and long-term impact of resolutions of both employees and employer. |
| 8 | Core-VIII | Sociology of Globalisation | The paper is expected to acquaint the student with an ongoing social process bringing tremendous changes in the nations. |
| 9 | Core-IX | Labour Economics & Labour Problems | • Apply economic principles and reasoning to critically analyse labour market phenomena. <br> • Develop an understanding of the future work and jobs in evolving social and economic environment. |

| 10 | Core-X | Social Disorganisation and deviance | The concept of deviant behavior leading to social disorganization, forms, theoretical foundations and criminal activities which encounter in real life situation. |
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| 11 | Core-XI | Sociology of environment | The aim of this paper is to disseminate knowledge about the significance of environment for society, to change the practices that can protect and preserve the environment. |
| 12 | Core-XII | Human Resource Management | • HRM helps to understand the man power status or condition in the organization.<br>• HRM helps to understand human recourse policies in the organization<br>• HRM tells us how to deal with HR in decent manner |
| 13 | DSE-1 | Organisational Behaviour | • To understand human behavior as an individual.<br>• To learn the foundation of group dynamics and management of different types of conflict at the workplace. |
| 14 | DSE-2 | Industrial Relation | • To understand facets of interactions between the employer and the employees.<br>• To understand the strategies of management in negotiations and persuasion. |
| 15 | Core-XIII | Industrial Thought | • Introduction to the diversification in Indian society through the different ideologies given by various Indian Sociologists and Industrialist thinker. |
| 16 | Core-XIV | Industrial Management | • Understanding about work for maximum outputs.<br>• Knowing about mobilization of best talents. |
| 17 | DSE-3 | Organaisational Development | • To understand the need and philosophy of organization change and development in the changing times.<br>• To learn OD as an applied field of change. |
| 18 | DSE-4 | Project report | The project may be Primary and secondary data based or may involve survey work/field work. |

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