

# ANDHRA UNIVERSITY



Telegrams: UNIVERSITY  
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Fax: 0891 - 2755324

All Official letters, packages etc,  
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Registrar by designation and not  
by name

No. L.I(1)/U.G. Courses/Syllabus & MQP./B.A. HRM /2021-22.

Visakhapatnam,  
Dt: 28-02-2022.

## PROCEEDINGS OF THE VICE-CHANCELLOR

Sub: Approval of Syllabus & Model Question Papers of B.A. HRM for II-Year, III & IV Semesters under (CBCS) pattern for the year 2021-22- Orders - Issued.

Read: Email & Letter dt. 28-01-2022 received from the Principal, S.V. Degree College, Parvathipuram enclosing the Syllabus and Model Question Papers of B.A. HRM for II-Year, III & IV Semesters under CBCS for the year 2021-22.

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### ORDER:

The Hon'ble Vice-Chancellor has ordered that the Syllabus and Model Question Papers of B.A. Human Resource Management (HRM) for II-Year, III & IV Semesters under Choice Based Credit System (CBCS) pattern for the year 2021-22 submitted by the Dr. Ch. Chalapathi Rao, Principal, S.V. Degree College, Parvathipuram be approved and be placed in A.U. website and this matter be placed before the ensuing meeting of the Academic Senate for ratification.

(BY ORDER)

(K. UMA MAHESWARI)  
DEPUTY REGISTRAR (ACADEMIC)

### Copies to:

1. The Dean of Academic Affairs, A.U., VSP.
2. The Dean, U.G. & P.G, Professional Courses, A.U., Vsp.
3. The Dean, CDC, A.U., Vsp.
4. The Dean, Confidential, A.U., Vsp.
5. The Principals, S.V. (Govt. Aided) Degree College, Parvathipuram, Vizianagaram.
6. The Controller of Examinations, A.U., Vsp.
7. The Superintendent S.I Section for taking necessary further action.
8. The Secretary to V.C., Rector Table, P.A. to Registrar, A.U., Vsp.
9. The Director, Computer Centre, A.U., Vsp.
10. O.C. & O.O.F.



1/29/22, 4:07 PM

S.A. Commerce  
Gmail - S.V. Degree College, Parvathipuram - Submission of II Year(III Sem & IV Sem) - HRM and Commerce Syllabus and Quest..



Legal Section, Andhra University, A.P. <supdt4041@gmail.com>

## S.V. Degree College, Parvathipuram - Submission of II Year(III Sem & IV Sem) - HRM and Commerce Syllabus and Question Paper Model -req -reg

1 message

principal svdc <principal.svdc@gmail.com>  
To: supdt4041@gmail.com

Fri, Jan 28, 2022 at 7:33 PM

Respected Sir,

Please download the following attachments, which contains the II Year(III Sem & IV Sem) - Syllabus and Question paper model for your kind perusal and favorable approval.

Thanking you Sir

### 4 attachments

 HRM-Syllabus&ModelPaper-au-covering letter-28-01-2022.pdf  
484K

 Commerce-Syllabus&ModelPaper-au-covering letter-28-01-2022.pdf  
486K

 HRM-III & IV Sem- Syllabus & Model Papers.pdf  
711K

 Commerce-II-Year-III & IV Sem-Syllabus&Model Papers.pdf  
1123K



3

# Sri Venkateswara Degree College (AIDED)

(Affiliated to Andhra University, Visakhapatnam)

Parvathipuram, Vizianagaram District.

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Date: 28-01-2022.

From:

Dr. Ch. Chalapathi Rao, M.A., Ph.D.  
Principal.

To

The Registrar,  
Andhra University,  
Visakhapatnam.

Respected Sir,

Sub: S.V. Degree College (463), Parvathipuram – Submission of request for approval of B.A.(HRM) for III Semester & IV Semester Syllabus and Question paper model – req. –reg.

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I submit a few lines for your kind consideration and necessary action

Our college established in 1975 and it is running with good academic guidelines by the support of Andhra University cooperation. B.A. HRM subject was introduced in the place of IRPM. This is only HRM group combination in the state. The Higher Education Council of A.P. had not given the syllabus. As the CBCS pattern the syllabus of B.A. HRM was not framed by any higher authority.

In this regard B.A. HRM syllabus for II Year – III Semester & IV Semester have been framed by our staff and the same will teach to students for this year 2021-22.

Hence, I request your good self to approval of B.A. HRM syllabus and Model Question Paper, which is framed by our staff for the year 2021-22. Herewith we are submitting the syllabus and model paper of B.A. (HRM) (II Year – III semester & IV Semester) for your kind perusal and favorable approval. For which act of favorableness we shall be thankful to you sir forever,

Thanking you sir,

Yours faithfully,

  
Principal  
S. V. (Govt. Aided) Degree College  
PARVATHIPURAM

(CH. CHALAPATHI RAO)



**ANDHRA UNIVERSITY, VISAKHAPATNAM**  
**PART – II, B.A. – (CBCS) GENERAL COURSE STRUCTURE**  
**HUMAN RESOURCE MANAGEMENT**  
**II Year B.A. – Semester – III**  
**LABOUR WELFARE AND COMPENSATION**

**LABOUR WELFARE AND COMPENSATION**

**SYLLABUS:**

**Unit-I:** Globalisation and competition – Characteristics of Indian Industrial Labour: Labour Commitment and labour welfare, Indian Constitution and labour welfare.

**Unit-II:** Labour Welfare: Concept, Scope Approaches to Philosophy of Labour Welfare: Principles of Labour, Agencies of Labour Welfare: Management, Trade Unions, Voluntary Organizations, State Government, Central Government Administration and role of NGOs, INTUC.

**Unit-III:** Classification of Labour Welfare Programmes: Statutory and Non- Statutory, Intra-Mural and Extra- mural welfare facilities, Factories Act and duties of statutory Labour welfare officer, Role of ILO in Labour Welfare.

**Unit-IV:** Wage Theories, Wage Structure – Basic, Dearness Allowance, Fringe Benefits, Incentives – Classification of Incentives, Wage Incentive Systems, Software Package and online service for Pay-roll Administration and attendance management.

Wage Calculations in software and other sectors, Statutory Deductions – Provisions relating to payment of wages act-1936.

**Unit-V:** Social Security: Concept and Scope: Social Assistance and Social Insurance, Social Security measures in India. Calculation of PF, ESI, Gratuity, workmen's compensation (Coverage, Contributions and benefits)





6

11. A) Describe the duties of Labour Welfare Officer?

క్రామిక సంక్షేమ అధికారి విధులను వివరించండి?  
Or

B) Write about the role of ILO in Labour welfare?

క్రామిక సంక్షేమము కల్పించడంలో అంతర్జాతీయ కార్యకర్తల సంస్థ యొక్క పాత్ర గుర్తించండి?

12. A) Why is Attendance Management important?

హాజరు నిర్వహణ ఎందుకు ముఖ్యమైనది అంటారు?

Or

B) What is mean by Incentives? Write about classification of Incentives?

ప్రోత్సాహకాలు అంటే ఏమిటి? వాటిని రకాల్లో వర్గీకరించడం గురించి వివరించండి?

13. A) Define the scope of social security?

సాంఘిక భద్రత పరిధిని వివరించండి?

Or

B) Write about social security measures in India.

భారత దేశములో సాంఘిక భద్రత కార్యక్రమాల గుర్తించండి?

N. Satyanarayana

N. Satyanarayana,  
Lr.-in- HRM,  
S. V. D. College,  
Parvathipuram.

Principal

S. V. (Govt. Aided) Degree College  
PARVATHIPURAM

ANDHRA UNIVERSITY, VISAKHAPATNAM  
II B.A. - HRM  
Semester - III  
Human Resource Management  
Paper - III - Labour Welfare and Compensation  
Model Paper

Max Marks : 75 Marks  
Time : 3 Hours

SECTION - A

5 X 5 = 25 Marks

I. Answer ANY five of the following questions.

1. Globalisation

ప్రపంచీకరణ .

2. Intramural welfare facilities

అంతర్గత సంస్థాన కార్యక్రమాలు .

3. Social Security

సాంఘిక భద్రత .

4. Wage Theories

వేతన సిద్ధాంతాలు .

5. Social Assistance

సాంఘిక తోడ్పాటు .

6. Trade Unions

క్రామిక సంఘాలు .

7. Fringe Benefits

అనుమనక ప్రయోజనాలు .

8. Classification of Labour Welfare Programs

క్రామిక సంస్థాన కార్యక్రమాల వర్గీకరణ .

SECTION - B

5 X 10 = 50 Marks

II. Answer ANY five of the following questions. Selecting from each question one unit.

9. A) Write about Labour Commitment?

కార్మిక ప్రతిబంధకత గూర్చి వ్రాయండి?

Or

B) Write about Indian Constitution and Labour welfare?

భారత రాజ్యాంగము - క్రామిక సంస్థాన కార్యక్రమాల గురించి వ్రాయండి?

10. A) What is mean by Labour Welfare. Concept and Scope of Labour Welfare.

క్రామిక సంస్థాన కార్యక్రమాల అర్థం, భావన మరియు వాటి గుర్తింపు వ్రాయండి .

Or

B) Write about principles of Labour Welfare?

క్రామిక సంస్థాన కార్యక్రమాల సూత్రాలు గూర్చి వ్రాయండి?

ANDHRA UNIVERSITY, VISAKHAPATNAM  
II B.A. - HRM  
Semester - IV  
LABOUR LEGISLATION  
Model Paper

Max Marks : 75 Marks  
Time : 3 Hours  
5 X 5 = 25 Marks

SECTION - A

I. Answer ANY five of the following questions.

1. Concept of Industrial Relations.

పాఠశ్రమిక సంబంధాల భావన

2. Gratuity.

ఉదా బృతి.

3. Industrial Dispute

పాఠశ్రమిక వివాదము.

4. Strikes

సశ్యలు.

5. Trade Unions

కార్మిక సంఘాలు.

6. Provident Fund

భవిత్య నిధి.

7. Lockout

అంజబంద

8. Maternity Leave

ప్రసూతి కలవు.

SECTION - B

5 X 10 = 50

Marks

II. Answer ANY five of the following questions. Selecting from each question one unit.

9. A) Write about Indian Constitution and Labour Legislation?

భారత రాజ్యాంగము - క్రమిక కాసనాల సూక్ష్మ వివరణ!

Or

B) Write about classification of Labour Laws?

క్రమిక కాసనాల వర్గీకరణ సూక్ష్మ వివరణ!

④

**ANDHRA UNIVERSITY, VISAKHAPATNAM**  
**PART – II, B.A. – (CBCS) GENERAL COURSE STRUCTURE**  
**HUMAN RESOURCE MANAGEMENT**  
**II Year B.A. HRM – Semester – IV**  
**LABOUR LEGISLATION**

**LABOUR LEGISLATION**

**SYLLABUS:**

**Unit-I:** Indian Constitution and Labour Legislation. Classification of Labour Laws: Recruitment and Working Conditions, Welfare and social security and Industrial relations. Agencies for implementation of labour legislation.

**Unit-II:** The factories Act, 1948 and A. P. Rules, The Mines Act, 1952

{Hours of work, Overtime, Health, Safety, Welfare and Leaves}

**Unit-III:** The A. P. national and festival holidays Act 1974, The A.P. shops and establishments act, 1988 and its rules.

**Unit –IV:** The Employees State Insurance Act, 1948, The Employees Provident Fund and miscellaneous Provisions Act, 1952. Maternity benefits Act, 1961, The payment of Gratuity Act, 1972 (Calculation of contributions and benefits)

**UNIT – V:** Industrial Disputes Act, 1947 – definitions, provisions methods of dispute settlement, conciliation, types of agreements and settlement. strike, lockout, lay-off, retrenchment). Industrial Employment (Standing Orders) Act, 1946 (method of framing standing orders of a company). The Trade Union Act, 1926(provisions regarding: definition of a union and registration) and government procedure for recognition of union as a bargaining agent.

**Text Books:**

1. Malik, P.L., Industrial Law, Eastern Book Co., Lucknow.
2. Sharma, A.M., Industrial Jurisprudence and Labour Legislation, Himalaya Publishing House, Mumbai.
3. Srivastava S. C., Industrial Relations and Labour Laws. Vikas Publishing House, 2012
4. Andhra Pradesh Labour Rules.

10. A) Write about welfare provisions in Factories Act, 1948

కర్మాగారాల చట్టము 1948 లో పేర్కొనబడిన సర్వోత్తమ నిర్వహణలు గుర్తించు మరియు

Or

B) Write about Mines Act, 1952

గనుల చట్టము 1952 గుర్తించు మరియు

11. A) Write about the A.P. National and Festival holidays Act, 1974

ఆంధ్ర ప్రదేశ్ రాష్ట్రానికి ముఖ్యమంత్రిగా ఉండిన కలవూరి చౌదరి 1974 గుర్తించు

Or

B) Write about the A.P. Shops and Establishment Act, 1988 and its rules.

ఆంధ్ర ప్రదేశ్ లో షాపుల స్థాపనకు సంబంధించిన చట్టము 1988 లో పేర్కొనబడిన నియమాలు గుర్తించు మరియు

12. A) Write the benefits of the Employees State Insurance Act, 1948.

కార్మిక భీమా చట్టము 1948 లో పేర్కొనబడిన అవిధ ప్రయోజనాలు గుర్తించు మరియు

Or

B) Discuss about the benefits of the payment of Gratuity Act, 1972

గ్రాచ్యుటీ చెల్లింపు చట్టము 1972 యొక్క ప్రయోజనాలను చర్చించు

13. A) Enumerate the reasons for Industrial disputes?

పారిశ్రామిక వివాదములకు గల కారణాలను వివరించు

Or

B) Write about Industrial employment (Standing Orders Act, 1946)

పారిశ్రామిక ఉద్యోగిణి మరియు స్టాండింగ్ ఆర్డర్స్ చట్టము 1946 గుర్తించు మరియు

N. Satyanarayana  
N. Satyanarayana,  
Lr.- in - HRM,  
S. V. D. College,  
Parvathipuram.

Principal  
S. V. (Govt. Aided) Degree College  
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