

## SEMESTER- II

<b>Course Title- Employee Wellbeing</b>	
<b>Type : Major Elective</b>	<b>Course Credits : 4</b>
<b>Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100</b>	

**Description:** The changing concept of Labour welfare focusing upon employee wellbeing and quality of work life. The subject covers Philosophy, Principles, Objectives, Theories, Role of welfare officer and emerging welfare practices in the organizations and challenges and strategies of employee wellbeing.

### **Learning Objectives:**

1. To understand the concept and various approaches of employee wellbeing and statutory provisions relating to Health, Safety, welfare and social security.
2. To understand the role of various agencies in employee wellbeing.
3. To understand the new world of work and innovative welfare practices in the 21<sup>st</sup> Century.

### **Learning Outcomes.**

1. Students are able to execute the role of welfare officer for the betterment of employee and organizations development.
2. Students are able to design the innovative wellbeing (welfare) Programmes to enhance employees' quality of work life.
3. Students are able to face the challenges of employee wellbeing for the betterment of employees.

### **Concept of Employee Wellbeing. (Concept of Labour Welfare)**

Changing Concept of Labour Welfare to Employee Wellbeing; Nature, Scope and Importance of Employee Wellbeing. History and Philosophy of Labour Welfare. Objectives, Principles & Theories of labour Welfare/Wellbeing;

### **Employee Welfare in India**

Evolution and the Beginning of Employee Welfare and Constitution of India; Approaches to Employee Wellbeing-Employers; Trade Unions & Government; Methods of Employee Wellbeing; Aspects of Employee Wellbeing; Labour Welfare Officer – Duties, Role New Challenges and Expectations; Statutory Provisions Relating to Health, Safety, Welfare & Social Security- under Legislations, Boards, Non-Statutory Welfare Schemes for Organised & Unorganised Sector workers; Social Security Legislations and Schemes for Working Class & Internal Sector; Workers Education and Training; Impact of Labour Welfare on the Workers quality of Life and Human Development Index (HDI).

### **Industrial hygiene and Occupational Health**

Industrial Hygiene and Occupational Health in the Factory; Working Environment, Factors in the Working Environment; Working Conditions, Environment, and Productivity; The work and the Workers, Special Problems of Young and Older Employees and Women; Hygiene and Safety Problems in the Mines and Plantation; Accident Causation and Prevention; Rehabilitation of the Disabled; Occupational Therapy; Occupational Diseases and their Presentation Stresses and Strains in Industry; Organization of Medical Facilities in a Factory.

### Agencies for Employee Welfare

Agencies for Employee welfare; Employer; Trade Unions and Government; Social Organization; Public Institution; Statutory Bodies; Activities of the Maharashtra Labour Welfare Board and its Contribution to Working Class Well-being; Workers Education in India.

### Employee Wellbeing – New challenges and Perspective

Employee wellbeing in different industrial sectors; Employee wellbeing in 21st Century and digital world; Major Challenges and strategies of Employee Wellbeing.

### References:

<b>TEXT BOOKS-</b>		
Author	Title	Publication
Joshi R D	"Employee Well-being in the 21st Century"	Published on behalf of Prof. R. D. Joshi by Dr.Shashank Joshi, Mumbai (2015)
Punekar S D ; Deodhar S B	"Labour Welfare, Trade Unionism and IndustrialRelations"	Himalaya Publishing House, Mumbai (2012)
<b>REFERENCE BOOKS-</b>		
Railkar, Jayant S	"Labour Welfare and practices"	Vipul Prakashan, Mumbai
Sarma, A M	"Welfare of Unorganized Labour"	Himalaya Publishing House, Mumbai, 2022
Sarma, A M	"Aspects of Labour Welfare and Social Security:"	Himalaya Publishing House, Mumbai, 2012
Trivedi, Priya Ranjanand et.al.	"Labour Welfare in India"	J Nandada Prakashan, 2013