

## SEMESTER- II

<b>Course Title- Industrial Sociology</b>	
<b>Type : Major Mandatory</b>	<b>Course Credits : 2</b>
<b>Marks : Semester End: 25, Internal Assessment: 25, Total Marks: 50</b>	

**Description:** Industrial Sociology focusses on Industry or any form of work organization its structure, its functions and the changes occurring in this sub-social system which is a part of bigger social system. It studies the industrial society, industrial culture, social interactions and relations within the industry from a sociological perspective. It deals with industrialization process and its impact on Society and also vice versa. It takes into account the changing world of work due to Modernization, Globalization, Information revolution, Digitalization, Artificial Intelligence and its impact on industrial society in specific and larger society in general. It also deals with Diversity and Inclusive Development a much pursued intervention in industrial organizations over the last decade. It introduces the concept of Corporate Social Responsibility (CSR) from Stakeholders perspective Environmental Sustainability and Mandatory Reporting. It studies the Role and Impact of Social Media in this Digital World.

### **Learning Objectives:**

- 1) To study the basic concepts and theories of Sociology of Work and Industry.
- 2) To recognize the actual problem situations in Industrial organization from Sociological perspective in the changing world of work.
- 3) To enable the student understand Human Relations approach to have knowledge of individual and group behavior.
- 4) To comprehend Diversity and Diverse cultures in work organizations and hence their Social behavior
- 5) To understand Corporate Social Responsibility and its role in Business and Society and also the aspect of Employee Volunteerism
- 6) To study the impact of Social Media in work environment.

### **Leaning Outcomes:**

- 1) Students are able to analyze the social repercussions of industrialization process.
- 2) Students determine heterogeneous work groups in the organizations and explore the need to develop policies for these diverse groups.
- 3) Students are able to plan, implement and evaluate CSR activities in the Organisation.
- 4) Students are able to use social media platform for work in the organizations.

### **Industrial Sociology**

Nature, Scope and Development of Industrial Sociology; Urban Sociology and Industrial Sociology; Sociology of Occupation; Industrial Social Psychology.

## **Industrial Society**

Stages of Industrial Revolution- Pre & Post Factory System of Production and Industrial Society; Changing Demographics; Social Institutions; Industrialization and Urbanization- its Social Consequences; Problems of slums; Uncommitted Society of India.

## **Work Organisation**

Industrial Work in Developing Society- work and work environment, ageing and social change; Formal Organisation in industry; Bureaucracy – Structure and Characteristic, decision making, communication and control; Virtual Organizations; Managing across Generations at work; Social Conflict in the Work organization; Socio Psychological Roots, Stages and Resolution of Conflict.

## **Informal Organisation**

The Behaviour of Work Groups; Segmentation in Work Organization; Importance of Informal Organization; Methods of Studying Informal Organization; Communication in Work Groups; Social Organization in Factory and Productivity; Informal Organizations of Managements and Supervisors; Hawthorne Experiments.

## **Technological Change**

Industry and Technological Change; Social Repercussions of Technological Change; Social Impact of Automation on Work Organisation and Society; Automation, Information Revolution, Technology & Artificial Intelligence- Impact of Change on Society, Organisation Structures, Relationships; Social Repercussion of Change and Globalization.

## **Industrialization and Social Institutions**

### **Diversity and Inclusive Development**

Women Workers and Gender Discrimination in Industrial Society; Gender Diversity; Diversity with Specific reference to LGBTQ; Differently abled and Work; Issues related to Women Working with Heterogeneous work group, Communities, Affirmative Action.

### **Industrial Culture**

Nature and Characteristics of an Industrial Culture; Organisation culture, definition, characteristics, Functions of culture; Global culture, Inter-state culture influence, Managing Culture in case of Mergers and Acquisitions.

### **Corporate Social Responsibility (CSR)**

CSR- Concept, and its role in Business and Society; CSR and Sustainability, CSR and Legal dimensions in India; CSR Practices, CSR Reporting and Evaluation; ISO 26000.

### **Social Media/ Digital World**

Concept of social Media, importance & Impact of social media in digital world.

**References:**

<b>Text Books</b>		
<b>Author</b>	<b>Title</b>	<b>Publication</b>
<b>Gisbert,Pascual S.J.</b>	Fundamentals of Industrial Sociology	Tata Me-Graw-Hill Publishing Co.Ltd., Mumbai,(1972).
<b>Singh Narendar</b>	Industrial Sociology	Tata McGraw Hill Education Private Limited, New Delhi, (2012).
<b>Schneider EugeneV.,</b>	Industrial Sociology,	Mc-Graw-Hill, London(2nd Ed.), (1971).
<b>Watson Tony J,</b>	Sociology, Work and Industry,	Routledge & Kegan Paul Ltd., (3rd Ed.),(1995).
<b>Prof. Prasad Jitendra</b>	Industrial Sociology	Himalaya Publication House, (2012)

**Reference Books**

<b>Author</b>	<b>Title</b>	<b>Publication</b>
<b>Ghanekar Anjali,</b>	Organizational Behaviour - concepts and cases,	Everest Publishing House, Pune(2006)
<b>Parkar, S.R., and others</b>	The Sociology of Industry,	George Allen & Unwin, London(3rd Ed.), (1977)
<b>Mayo Elton,</b>	The Social problems of an Industrial Civilization	Routledge & Kegan Paul, London, (1975).