

Title: Labor Welfare Management
Credit Hours: 3

Code: HRM 385
Year /Semester: IV/VIII

48 Hours

Course Objectives:

The core objective of this course is to provide knowledge about basic concepts of labour welfare and social security of labour. This course aims to develop skills and competencies required to manage labour problems by creating the atmosphere that assure labour welfare.

Unit 1 Introduction

12 Hours

Concept and Significance of Labour Welfare; Evolution of Labour Welfare; Individual Services; Group Welfare Services; Provision of Labour Welfare Services; Statutory and Voluntary Organization of Labour Welfare; Role of Different Agencies: Government, Trade Unions and Voluntary Social Organizations; Concept and Evolution of Social Security, Social Insurance Scheme and Social Audit, Conditions of Labour Welfare and Social Security in Nepal

Unit 2 Industrial Health

8 Hours

Need for Safety; Measures to Ensure Safety in Organizations; Physical Health: Problems and Remedies; Noise Control; Job Stress; Alcoholism and Drug Abuse; Violence in the Work Place; Measures to Overcome Violence in the Work Place

Unit 3 Workers Education Scheme and Living Condition

8 Hours

Concept, Objectives and Significance of Workers Education Scheme; Training Program; Evaluation and Control of Worker Education Program; Living Condition of Employees; Housing for Employees; Recreation for Employees

Unit 4 Counselling

7 Hours

Meaning and Importance of Employee Counselling; Internal Counselling; Techniques and Skills for Counseling; Cordial Relationship; Mutual Recognition; Problems of Counselling

Unit 5 Post-retirement Benefits

7 Hours

Need and Purposes of Provident Fund; Employer Obligation to Employee towards Provident Fund; Public Provident Fund; Gratuity; Statutory Provisions Regarding Gratuity; Pension

Unit 6 Quality of Work Life (QWL)

6 Hours

Meaning of QWL, Specific Issues in QWL, Policies for QWL; QWL and Productivity, Barriers in QWL, Strategies for Improvement of QWL.

Reference Books:

1. Punekar and Deodhan. *Labour Welfare, Trade Unionism and Industrial Relations*.
2. Sexana, R.C. *Labour Problems and Social Welfare*. Bala Ji Publication, Madres.
3. *Labour Act of Nepal*.