

M.A. SOCIOLOGY

FIRST YEAR

PAPERS	Subject	Max. Marks	Exam Hrs
1	Advanced Sociology	100	3
2	Sociological theories	100	3
3	Research Methods & Statistics	100	3
4	Indian Social Institutions	100	3
5	Organizational Behavior	100	3

SECOND YEAR

PAPERS	Subject	Max. Marks	Exam Hrs
1	Rural and Urban Sociology	100	3
2	Indian Sociology and Labor Problems	100	3
3	Social Demography	100	3
4	Social Pathology	100	3
5	Human Resource Management	100	3

FIRST YEAR
Paper – 1
ADVANCED SOCIOLOGY

UNIT – I

1. Sociology : Definition and scope , sociology as a science. Its to other social sciences, uses of sociology.
2. Sociology perspectives : Functionalism, conflicts, exchange, social internationalism, Ethnomethodology, phenomenology.

UNIT – II

1. Individual and society : Heredity and environment, socialization; need for socialization, process and stages. Agents of socialization, adult socialization.
2. Social institutions : Institutions and associations, major social institutions, marriage and family, economic institution, education, religion and government.

UNIT – III

1. Social groups : Characteristics, Types. Primary and secondary groups, functions of social groups, social Aggregates, Crowd, Mob, Audience.
2. Culture : Definition, elements, functions, Culture Variability, Cultural lag, Ethnocentrism.

UNIT – IV

1. Social interaction : Associative processes co-operation, Accommodation and Assimilation, disassociative processes-competition and conflict.
2. Social stratification : Status and Roles. Status and Stratification. Characteristics of stratification, Functionalist view of stratification. Forms of social stratification-caste and class, social mobility.

UNIT – V

1. Positive and negative, formal and informal means of social control, Folkways, mores, Laws, Religion, Education.
2. Social Change : Social change, Social Evolution, Social progress. Revolution and modernization, patterns of social change, Factors of social change, Theories of social change. Linear and cyclic theories.

Reference:

1. Bottomore, T.B. – Sociology – A guide to problems and literature, New Delhi Blackie & sons (India) Ltd., 1979.
2. Ogburn W.F & Nimkoff, M.F. A Hand Book of Sociology, Boston : Houghto Mifflin Company, 1958.
3. Bierstedt, Robert, the Social Order, New York : Mc Graw Hill, 1957.
4. Inkless Alex, What is Sociology ? An Introduction to the Discipline and Profession, Englewood Cliffs : N.J. Prentice Hall, 1964.
5. Gillin, J.I. & Gillin J.P. Cultural Sociology, New York : The Mac Millan Co., Ltd., 1977.
6. Abraham M. Francis, Modern Sociological Theory : An Introduction, New Delhi : Oxford University Press, 1982.

Paper – 2

SOCIOLOGICAL THEORIES

UNIT – I

1. Auguste Comte – Basic premises, the Science of Sociology, Methodology, Statics and Dynamics.
2. Herber Spencer : The Evolutionary doctrine, Organic analog, Society and Evolutions.

UNIT – II

1. Karl Marx : Economic Determinism, alienation, class struggle, Methodology.
2. Emile Durkheim : Social facts Collective forces in social life, social interpretation of Religion, Methodology, Typology.

UNIT – III

1. Max Weber : Casual understanding and Historical Process. Understanding on the level of meaning and human action. The ideal types and its natures and application – Bureaucracy.
2. Vilfredo pareto : The social system, its structure and dynamics. The circulation of elites.

UNIT – IV

1. Pitrim Sorokin : Methodology, Society, Culture and personality.
2. Parsons and Merton : Structural functionalism.

UNIT – V

1. Coser : Social conflict.

Reference:

1. Timashlef Nicholas – Sociology Theory its Nature and Growth, New York : Ee Free Press of Glucco, 1961.
2. Coser, Lewis, A Master of Sociological Thought, USA : Harcouit Brance Jovani, 1971.
3. Barnes, H.E. introduction to the history of Sociology : Chicago University of Chicago Press, 1948.
4. Aron, Raymond, Mani currents in Sociological Thought, Britain : Basic Book Inc., 1967.
5. Nisbert, Robert, Sociological Tradition, New York : Basic Books, 1965.

Paper – 3

RESEARCH METHODS AND STATISTICS

Science, Scientific, empirical method. Basic Elements of scientific method – Concepts. Hypothesis – definition, formulation, sources, qualities of a workable hypothesis.

UNIT – I

1. Research Design – Exploratory, Descriptive and Explanatory.
2. Social Research – Definition, Objective, Assumptions – Research Methods – Social survey, Differences between social survey and social research. Case Study, Experimental method – Statistical method.

UNIT – II

1. Data Collection – Census method, Sampling ; Types of sampling designs – Tools of Data Collection – Observation, Schedules – Questionnaire. Interview. Projective techniques, Scales, Documentary sources.
2. Representation of Data – Diagrammatic and Graphic representation.

UNIT - III

1. Research Report.
2. Measures of central tendency – Mean, Median, Mode – Definition and Properties.

UNIT – IV

1. Measures of Dispersion – Range, Quartile deviation. Mean deviation – Standard deviation.
2. Correlation and regression – Scatter diagram, Spearman's Rank correlation – Co-efficient, uses of regression lines.

UNIT – V

1. Measures of association – Yule's Co-efficient and Chi-square measures.

Reference:

1. Goode and Hatt. Methods in social Research, London : McGraw Hill, 1952.
2. Wilkinson and Bhandarkar, Methodology and Techniques of Social Research Bombay, Himalayan Publishing House, 1977.
3. Young, Pauline. Scientific Social Surveys and Research, New Delhi : Prentice Hall, 1968.

4. Seltiz et al., Research Methods in social relations. New York : Hlot Rinehart, Winston, INC., 1962.
5. Kerlinger, Fred, Foundations of Behavioral Chicago Holt. Richart and Winston INC., 1973.
6. Babbie, Earl, The practice of social Research California words worth Publishing Co., 1975.

Paper – 4

INDIAN SOCIAL INSTITUTIONS

UNIT – I

1. Hinduism – Hindu view of life – varna, Ashrama, and Purusharthas.
2. The Hindu caste system – Origin – Special features – The influences of caste system on other religious groups – Changing trends in the caste system – untouchability.

UNIT – II

1. Indian marriage forms.
2. Family in India. The Hindu joint family system – Characteristics features of an Indian family – Family among the Muslims, Christians and the Tribal people of India.

UNIT – III

1. The Status and position of women in India during the Ancient, Medieval, and Modern periods – Purdah, Dowry, Widowhood, Desertion and Divorce.
2. The Hindu Reform Movements – Brahma Samaj, Arya Samaj. Theosophical Society – Ramakrishna Mission.

UNIT – IV

1. Fundamental social legislation of the post independent era and its impact on the basic social institution of the Indian society.
2. Social change in the Economic, Social and cultural life of the people of India.

Reference:

1. Radhakrishnan, S. – The Hindu view of Life, London Allen & Unwin, 1974.
2. Prabhu. P.N. – Hindu social Organisation , Bombay Popular Book Depot, 1954.
3. Srinivas, M.N. – Social change in Modern India, Bombay : Alled Publishers 1968.
4. sing. Yogendra, Moderization of Indian tradition : Delhi : Thomson Press (India)Ltd., 1973.
5. O. Mally., L.S.S., Modern India and the west, London : Oxford University Press, 1941.
6. Jawaharlal Nehru : The discovery of India, London : meridian Book Ltd., 1951.

Paper – 5

ORGANISATIONAL BEHAVIOUR

UNIT – I

Understanding Organizational Behaviour – Meaning – Importance – Historical Development of Organisation Behaviour – Organisation as a Social System – Socio – Technical System – Open System – Factors Influencing Organizational Behaviour – Environmental Factors – Constraints over organization & Managerial performance.

UNIT – II

Understanding Individual : Nature of Man – Similarities and Differences Among Individuals – Models of Man – Personality – Stages of Personality Development – Determinants of Personality – Learning – Perception – Factors Influencing Perception – Perceptual Distortion – Values – Attitudes – Attitudes formation – Role Behaviour – Status – Sources and problems of Status.

UNIT – III

Understanding Groups : Meaning of Group and Group Dynamics – Reasons for the formation of Groups – Characteristics of Groups – Theories of Group Dynamics – Types of Groups in Organizations – Group cohesiveness – Factors influencing group cohesiveness – Group Decision making process – Small Group Behavior.

UNIT – IV

Leadership & Motivation : Leadership concept – Characteristics – Leadership Theories – Leadership styles – Managerial Grid – Leadership Continuum – Leadership Effectiveness. Motivation – Concepts & Importance – Motivators – Financial & Non- Financial – Theories of Motivation.

UNIT – V

Management of Change : Meaning – Importance – Resistance of Change – Causes – Dealing with Resistance to Change – Concepts of Social Change & Organisational Change – Factors contributing to Organizational Change – Introducing Change in Large organizations – Change Agents – Organizational Development – Meaning & Process.

UNIT – IV

Organizational culture, Conflict & Effectiveness : Organizational culture and Organizational Climate – factors Influencing Organizational Culture – Morale 0 Concept – Factors Influencing Morale – Organizational Conflict – Causes & Types – Managing conflict – Organisational Effectiveness – Indicators o Organizational Effectiveness – Achieving organizational effectiveness.

Reference:

1. Rao, VSP and Narayanan, PS, “Organizational Theory and Behaviour” : Konark Publishers Pvt. Ltd., Delhi.
2. Davis, Keith and Newstrom, W. John. “Human Behaviour at Work”, Mc Graw Hill Book Co., International Edition.
3. Prasad, L.M. “Organizational Theory and Behaviour”., Sultan Chand and Sons. New Delhi.
4. Sekaranm Uma, Uma. “organizational Behaviour – Text and Cases”, Tata MC Graw Hill Publishers Ltd, New Delhi.
5. Hersey, Paul and Blnachard, Ken, “Management of Organizational Behaviour – Utilizing Human Resources” Prentice Hall of India Ltd.

SECOND YEAR

Paper – 1

RURAL AND URBAN SOCIOLOGY

UNIT – I

1. Rural Sociology – Definition, nature and scope – Important of rural sociology in India – Characteristics of rural society, Rural – Urban differences.
2. Rural social Institution – Family, Caste, Economy, Religion, Education, Recreation and Government.

UNIT – II

1. Economic system in rural society. Jaimani system – Agricultural marketing Landholding and indebtedness.
2. Rural reconstruction : Land reforms in India – Community development programme – Panchayat Raj – Rural co-operatives – Role of nationalized banks and NGO in rural development.

UNIT – III

1. Urban Sociology – Definition, Nature and Scope, Urbanisation – Urbanisam – Industrialization.
2. Ecological theories – The Concentric Zone Theory – The Sector theory – The multiple Nucli theory – Ecological processes – Concentration – Centralization – Decentralization – Segregation.

UNIT – IV

1. Urban Institutions – Family and neighborhood – Urban class system, Religion and recreation .

UNIT – V

1. Urban pathology – Housing, slums, Crime – Town Planning, Growth of cities, Urban reconstruction.

Reference:

1. Chitamber, J.B. Introductory Rural Sociology. A synopsis of concepts and principles, New Delhi. Wiley Epstern limited, 1972.
2. Desai, A.R. Rural Sociology in India, Bombay. The Indian society of Agricultural Economics, 1959.
3. Dube, S.C. Indian Village, London Routledge and Kegan Paul, 1955.
4. Memoria, C.B. Agricultural problems of India, Allahabad, Kittab Mahal, 1984.
5. Majumdar, O.M. Caste and Communication in an Indian Village, Bombay, Asian Publishing House, 1958.
6. Srinivas M.N. The Remembered Village, Delhi : Oxford University press, 1976.

Paper – 2

INDUSTRIAL SOCIOLOGY AND LABOUR PROBLEMS

UNIT – I

1. Origin, Development, Nature and Scope of Industrial Sociology – Its relation to other social Sciences like Industrial Psychology, Industrial management and Labour Economics.
2. The factory system of production – mechanization – Routinization – Specialization – Automation – Their Good and bad effects.

UNIT – II

1. Organizational analysis of Industry – Types of organizational models – The classical Theories – Taylorism – The Scientific Management Theory – Mayoism – The Mayo School and the Human Measurement in Industry – The Recent Organizational Theory – The Decision making model of Herbert A. Simon. The Bureaucratic model of Industrial Organisation.
2. The Role of worker – Industrial production and the worker's role. Social relations at work – The Worker as Bio – Psycho – Social being.

UNIT – III

1. The Trade unionism – Structure and elements and functions of unionism as an instrument of power – Collective bargaining.
2. Industrial Relations – Industrial disputes legislation – Prevention and settlement of disputes – works committee – Conciliation – Arbitrations – Adjudication – Consultative machinery – Code of Discipline – Grievance procedure – Worker's Participation in management.

UNIT – IV

1. Labour problems – Wages, Security, Unemployment, Housing.

2. Labour Welfare – Theories of Labour Welfare – Industrial Health Safety – Workers education and Improvement of skill – Medical Aid – Maternity Leave – Health Insurance. Women Compensation Act, ESI Act.

UNIT – V

1. Women and child labour in India – Their special problems and solutions.
2. India and International Labour Organizations.

Reference:

1. Ginsbert Pascual, S.J. Fundamental of Industrial Sociology, Bombay, McGraw Hill, 1979.
2. Schneider Eugene, V. Industrial Sociology. The Social Relation of Industry and the Community, Bombay, McGraw Hill, Inc., 1971.
3. Giri. V.V. Labour Problems in Indian Industry (ed.) Bombay, Asia, 1972.
4. Richardson, J.H. Industrial Relationship in Great Britain : An Introduction to the study of Industrial Relations, London, George Allen & Unwin Ltd., 1954.
5. Schumpeter, Joseph, A Capitalism. Socialism and Democracy, New York, Harper and Broners, 1942.
6. Cooper, B.M & Barteer, A.F. Industrial Relations, London, Heineman, 1979.

Paper – 3

SOCIAL DEMOGRAPHY

UNIT – I

1. Introduction : Nature, Scope and subject matter of Demography, an interdisciplinary subject as a field of sociological study.
2. Formal Demography : Composition of population – Age sex, density, rural – urban, literacy, language, religion, marital status, occupation.

UNIT – II

1. (a) Census : History of Census – World and India, Scope and coverage of Indian Census – Reliability of Data, Post enumeration check, tabulation, Classification analysis.
(b) Vital statistics, Vital registration system, Deficiencies in India, (c) Sample surveys.
2. Theories of population growth : Malthusian theory, naturalistic theories, Environmental – Economic theories, Optimum theories, Demographic transition theory.

UNIT – III

1. Population growth : Population trend, the growth of population – World and India, developing and developed countries, factors causing rapid growth.
2. Fertility : Definition, measures of fertility, social, economic cultural psychological – Customs and practices.

UNIT – IV

1. Morality : Kinds, Causes, Trends - Migration : General theories concerning international migration push, pull effects.

UNIT - V

1. India's population problems – Social condition affecting population growth, demographic conditions affecting social structure. Family planning programmes, Population policy in India.

Reference:

1. Donald, J.Nogue, Principles of Demography, New York, John Wiley and Sons, 1976.
2. United Nations, The determinants and consequences of population Trends, New York, Department of Economics and Social Affairs, 1973.
3. Asha, A. Bhende and Tara kanokar. Principles of Population Studies, Bombay, Himalaya Publisher Studies, Bombay, Himalaya Publishing House, 1978.
4. William Perterson. Population, New York, Macmillan, 1975.
5. Ashish Bose et al., (ed) Population in India's Development 1947 – 2000, Delhi, vikas publishers, 1974.
6. Kingley Davis, the Population of India and Pakistan Princeton, Princeton University Press, 1951.

Paper – 4

SOCIAL PATHOLOGY

UNIT – I

1. Social Pathology – Concept, Types, causes – Theoretical approaches to social pathology, Social disorganization and social Disease.
2. Physical and mental illness – Tubes – Causes – Methods of prevention and rehabilitation.

UNIT – II

1. Family disorganization – Divorce – Separation – Desertion – Factors of family disorganization – Ageing – The Problems of aged – social policy of the aged.
2. Crime – The Adult offender – Types of Crime – Factors of Crime – Evolution of punishment – Probation, Parole – Recidivism – Preventive and rehabilitative measures. Juvenile delinquency – Causes – Preventive and rehabilitative measures.

UNIT – III

1. Alcoholism – Extent, causes, treatment – Prohibition – Drug addiction – Extent and nature of drug abuse – Causes – Control over drug abuse.
2. Violence against women – Women's harassment – victims of Violence – Types of violence – motivation in violence – Female infanticide.

UNIT – IV

1. Prostitution – Types, Causes, consequences – Preventive and rehabilitative measures, AIDS and its sociological implications.
2. Poverty – Meaning measurement, Extent, causes, consequences, strategies for alleviating poverty

UNIT – V

Unemployment and Beggary – Types, Causes, effects and remedies.

Reference:

1. Ahuja Ram, Social problems in India : Jaipur : Jaipur : Rawat Publication India, 1977.

2. Lemert, M. Social Pathology, New York : McGraw Hill Book Company, INC., 1951.
3. Madan, G.R. Indian Social Problems, New Delhi : Allid Publishers Pvt., Ltd., 196.
4. Memoria, C.B. Social disorganization in India, Allahabad, Kitab Mahal, 1984.
5. Majumdar, M. Caste and communication in an India Village, Bombay : Asian Publishing House, 1958

Paper – 5

HUMAN RESOURCE MANAGEMENT

UNIT – I

Nature and Scope of Human Resource Management (HRM) : Human Resource Management : Meaning – Nature – Scope – Objectives – Personnel management Vs. HRM – Importance of HRM – Problems of HRM – HRM as a Profession. Functions of HRM – Classification of HRM Functions – Managerial Functions and Operative Function – Organization of HRM Department – Qualities and Qualifications of Personnel / Human Resource Managers. Environmental Influences of HRM – Influence of External and Internal Environmental Factor of HRM.

UNIT – II

Human Resource Planning, Recruitment and Selection : Human Resource Planning – Meaning – Need and Importance – Objectives – Problems – Process – Responsibility – Meaning – Factors Influencing Recruitment – Recruitment Policy – Problems in Recruitment – Organization for Recruitment – Sources of Recruitment – Recruitment Practices in India.

Selection – Meaning – Factors affecting Selection Decisions – Selection policy – Steps in Selection. Techniques of Selection – Application Blanks – Psychological Tests – Objectives – Uses Limitations – Interviews – Types – Process – Guidelines for Effective Interviews – Limitations of Interview Techniques. Placement – Meaning and principles – Placement Policy – Induction – Meaning and Objectives.

UNIT – III

Job Analysis, Description, Evaluation, Design : Job Analysis – Meaning of job and Job Analysis – Purpose – Uses – Contents – Steps in Job Analysis – Techniques of Job Analysis.

Job Description – Purpose – Contents – Uses – Limitations, Guidelines for Job Description – Job Specifications. Job Evaluation – Meaning – Objectives – Procedure – Uses – Limitations – Job Evaluation Methods : Ranking Method, Grading Method, Point

System – Factor Comparison Method, Market Pricing Method, Job Pricing Methods – Essentials of Job Evaluation. Job Design – Meaning – Approaches to Designing Jobs – Guidelines for Job Designing – Techniques for Designing Jobs – Job Simplifications, Job Enlargement.

UNIT – IV

Development of Human Resources : Meaning of Training, Development and Education – Training : Need and Importance – Objectives – Types – Steps in Training Programme – Organization of Training Programmes – Evaluation of Training programmes – Concepts of Management Development programmes – Essentials of Management Development Programmes.

UNIT – V

Transfers, Promotion, Discipline and Compensation : Transfers – Objectives Transfer Policy. Promotion – Purpose – Promotion Policy – Demotion. Discipline – Meaning – Positive and Negative Aspects of Discipline – Causes of Indiscipline – Disciplinary Procedure – Maintaining Discipline – Compensation : Objectives of Compensation Functions – Principles – Factors Influencing Wage and Salary – Fringe Benefits – Coverage of Fringe Benefits – Fringe Benefits in India – employee Services.

UNIT – VI

Performance Appraisal : Meaning – Need and Importance – Objectives – problems in performance Appraisal – Factors Influencing performance Appraisal - Responsibility for Appraisal – Techniques of performance Appraisal – Traditional Techniques – Straight Ranking Method – Paired Comparison Method – Man-to-Man Comparison Method – Grading Method – Linear Rating method – Forced Choice Description Method – Free Essay Method – Linear Rating Method – Forced Choice Description method – Free Essay Method – Critical Incident Method – Group Appraisal Method – Field Review Method. Modern Techniques of Performance Appraisal – Appraisal by MBO – Assessment Centre Method – Human Assets Accounting Method – Behaviorally Anchored Rating Scales. Quality of Working Life : Meaning – Issues in Quality of Working Life – Measuring Quality of

Working Life – Obstacles to quality of Working Life programmes – Quality Circles – Techniques – How to make Quality Circles Effective.

Reference:

1. Yodar, Dale, Personnel Management and Industrial Relations – Prentice Hall of India, New Delhi.
2. Jucious, M.T. Personnel Management, Richard D. Irwin.
3. Flippo, M.T. Personnel Management, McGraw Hill Kogahusha, New Delhi.
4. Robbins, Stephen, P. Personnel : The Management of Human Publishing, Prentice Hall Inc : Engle Wood Cliffs, New Jersey.
5. Memoria, C.B., Personnel Management, Himalaya Publishing House, Bombay.
6. Muniramappa C.M. Shankaraiah, A., Kamaraju Panthulu, Personnel Management and Industrial Relation, Excel Publications New Delhi.