

SHIVAJI UNIVERSITY, KOLHAPUR

**CENTRE FOR STUDY OF SOCIAL
EXCLUSION AND INCLUSIVE POLICY**

REVISED SYLLABUS

OF

**POST GRADUATE DIPLOMA IN
SOCIAL EXCLUSION AND
INCLUSIVE POLICY
(PGDSEIP)**

Implimented from June 2018 onwards

Shivaji University, Kolhapur
Revised Syllabus for
**POST GRADUATE DIPLOMA IN SOCIAL EXCLUSION
AND INCLUSIVE POLICY**

1) **TITLE :**

POST GRADUATE DIPLOMA IN SOCIAL EXCLUSION AND INCLUSIVE POLICY

Under the faculty of Social Science

2) **YEAR OF IMPLEMENTATION:-** New/Revised Syllabus will be implemented from June 2018 onwards.

3) **PREAMBLE:-**

The Centre for Study of Social Exclusion and Inclusive Policy in Shivaji University, Kolhapur is a multi-disciplinary teaching and research centre established under UGC Xth Plan to carry out research and teaching in the area of social exclusion, discriminatory studies and inclusive policies. This Post graduate diploma focuses on developing understanding of the nature and dynamics of social exclusion and discrimination based on caste/ethnicity, religion, gender and environment at both theoretical and empirical levels.

4) **GENERAL OBJECTIVES OF THE DIPLOMA COURSE:**

- (1) To conceptualize discrimination, exclusion based on caste, ethnicity, class, gender, religion and region.
- (2) To develop understanding of the nature and dynamics of discrimination and exclusion.
- (3) To study constitutional provisions and legislation designed to overcome the problem of discrimination and exclusion.
- (4) To study theory and practice of various inclusive policies.
- (5) To develop understanding of discrimination at the empirical level.

5) **DURATION**

- **The course shall be a full time course – from June to April**
- **The duration of course shall be of one year.**

6) **PATTERN:-**

Pattern of Examination will be Annual.

7) **Fee Structure: For Regular P. G. Students: As per University rules/norms.**

8. IMPLEMENTATION OF FEE STRUCTURE:-

In case of revision of fee structure, this revision will be implemented in next academic year

9. ELIGIBILITY FOR ADMISSION :-

i) Graduates from any recognized university in India are eligible to

Seek admission

ii) All applications received will be screened as per the eligibility criteria.

iii) List of the candidates provisionally selected for the diploma will be based on merit and as per the reservation policy of the State Government and the rules of the University.

10. MEDIUM OF INSTRUCTION :

The medium of instruction for the courses shall be in English.

However, the students will have option to write answer scripts in Marathi.

11) STRUCTURE OF COURSE-

One Year of Diploma (No of Papers – 7)

Sr. No.	Paper No.	Subject	Marks
COMPULSORY PAPERS			
1	CC - 1	Social Exclusion and Inclusive Policy	100
2	CC - 2	Auditing and Measurement of Discrimination and Inclusive Policies	100
3	CC - 3	Quantitative Techniques for Social Exclusion and Inclusive Policies	100
OPTIONAL PAPERS			
4	CO – 1	Social Reform Movements in India	100
5	CO - 2	Environmental issues and Social Exclusion	100
6	CO - 3	Social Exclusion and Indian Labour	100
PROJCT WORK			
7	CP – 1	Project Work	100
		Total	500

Notes:

1. CC-1 to CC-3 papers (3 Papers) are Compulsory.
2. Student can select any One Optional paper from Optional category)
3. Each paper will be of 100 marks.
4. Paper No CP - 1 (Project Work) is Compulsory.
5. Total Marks of Diploma = 500 (400 + 100)

12. SCHEME OF TEACHING AND EXAMINATION

Sr. No.	Paper No.	Subject /Paper	Teaching Scheme (Hrs/Week)	Examination Scheme (Marks)
COMPULSORY PAPERS				
1	CC - 1	Social Exclusion and Inclusive Policy	4	100
2	CC - 2	Auditing and Measurement of Discrimination and Inclusive Policies	4	100
3	CC - 3	Quantitative Techniques for Social Exclusion and Inclusive Policies	4	100
OPTIONAL PAPERS				
4	CO – 1	Social Reform Movements in India	4	100
5	CO - 2	Environmental issues and Social Exclusion	4	100
6	CO - 3	Social Exclusion and Indian Labour	4	100
PROJCT WORK				
7	CP – 1	Project Work	3	100
		Total	19	500

13. SCHEME OF EXAMINATION :-

- The examination shall be conducted at the end of each academic year.
- The Theory paper shall carry 100/- marks.
- The evaluation of the performance of the students in theory papers shall be on the basis of Annual Examination of 100 marks.
- Evaluation for CP – 1: Project Work
 - Short Dissertation – 80 marks
 - Viva Voce – 20 marks
 - Total Marks for Project = 100
- Question Paper will be set in the view of the /in accordance with the entire Syllabus and preferably covering each unit of syllabi.

14. STANDARD OF PASSING:-

As Prescribed under rules & regulation for each degree/ programme.

15. NATURE OF QUESTION PAPER AND SCHEME OF MARKING :-**Nature of Question Paper**

Q.1 Essay type question OR Q.1 Essay type question.	20 (Marks)	
Q.2 Descriptive Question . OR Q.2 Descriptive Question.	20 (Marks)	
Q.3 Discuss on OR Q.3 Discuss on	20 (Marks)	
Q.4 Answer the following in brief. (Any 2 out of 4)		20 (Marks)
Q.5 Write short notes (Any 4 out of 6)		20 (Marks)

16. EQUIVALENCE IN ACCORDANCE WITH TITLES AND CONTENTS OF PAPERS- (FOR REVISED SYLLABUS)

Sr. No.	Paper No.	Title of Old Paper	Title of New Paper
COMPULSORY PAPERS			
1	CC - 1	Social Exclusion and Inclusive Policy	Social Exclusion and Inclusive Policy
2	CC - 2	Auditing and Measurement of Discrimination and Inclusive Policies	Auditing and Measurement of Discrimination and Inclusive Policies
3	CC - 3	Quantitative Techniques for Social Exclusion and Inclusive Policies	Quantitative Techniques for Social Exclusion and Inclusive Policies
OPTIONAL PAPERS			
4	CO – 1	Social Reform Movements in India	Social Reform Movements in India
5	CO - 2	Environmental issues and Social Exclusion	Environmental issues and Social Exclusion
6	CO - 3	Social Exclusion and Indian Labour	Social Exclusion and Indian Labour
PROJCET WORK			
7	CP – 1	Project Work	Project Work

17. SPECIAL INSTRUCTIONS -

- **Maximum Time Limit for Completing the Course Programme:**

It is mandatory on the part of each student to complete the whole programme within a period of two years from the date of admission to these courses.

C] OTHER FEATURES :

**1. INTAKE CAPACITY / NUMBER OF STUDENTS:- 30
(Wherever applicable)**

2. TEACHERS QUALIFICATIONS:-

- **As prescribed by norms .**
- The Centre has qualified and experienced faculty with specialization in diversified areas.
- **However required number of core faculty should be given for particular course along with paper wise and Specialization wise work load allocation.**

Sr. No.	Paper No.	Title of Old Paper	Required number of core faculty
COMPULSORY PAPERS			
1	CC - 1	Social Exclusion and Inclusive Policy	01
2	CC - 2	Auditing and Measurement of Discrimination and Inclusive Policies	01
3	CC - 3	Quantitative Techniques for Social Exclusion and Inclusive Policies	01
OPTIONAL PAPERS			
4	CO – 1	Social Reform Movements in India	01
5	CO - 2	Environmental issues and Social Exclusion	01
6	CO - 3	Social Exclusion and Indian Labour	01
PROJCT WORK			
7	CP – 1	Project Work	02

- **Work load details should be as per Apex body/UGC/State Govt./University norms.**

3. The Board of studies should clearly mention the required Books, Journals and specific Equipments necessary for the Course.

(A) LIBRARY :

Reference and Text Books, Journals and Periodicals, Reference Books for

Advanced Books for Advanced studies.

- (B) **SPECIFIC EQUIPMENTS** : Necessary to run the Course.
L.C.D., Overhead Projector, Computers

SYLLABUS**Paper CC- 1 :****SOCIAL EXCLUSION AND INCLUSIVE POLICY****Unit 1: Meaning, Concept, Scope and Consequences of Social Exclusion, Discrimination and Social Inclusion:**

Meaning and Concept of Social Exclusion, Discrimination and Social Inclusion; Scope of Social Exclusion and Discrimination; Consequences of Social Exclusion and Discrimination.

Unit 2: History, Forms and Contemporary trends of Social Exclusion and Discrimination:

History of Social Exclusion and Discrimination; Forms of Social Exclusion and Discrimination (caste, race, gender, religion, class, and environment); Contemporary trends: New Economics Policy of (i) Liberalization, (ii) Privatization, Globalization.

Unit 3: Constitutional Provisions, Role of Governmental policies in Social Inclusion:

Constitutional Provisions and Governmental Efforts concerning Social Inclusion of SC/ST, Minorities and OBC; Constitutional Provisions and Governmental Efforts concerning Women; Constitutional Provisions and Governmental Efforts concerning Environment

Unit 4: Government Programmes and schemes for Social Inclusion:

Government Programmes and schemes Concerning SC/ST, Minorities and OBC; Government Programmes and schemes Concerning Women and Government Programmes and schemes Environment.

Unit 5: Impact of Inclusive Policies:

- (a) Impact of Inclusive Policies
- (b) Measurement of impact analysis.
- (c) Socio-Economic uplift of backward communities, minorities, OBC and Women

Basic Readings

1. Basu, D. D., An Introduction to Indian Constitution
2. Borale, D. T., Politics of Segregation and Desegregation in India.
3. Jafforlate India's Silent Revolution.
4. Raj, K. N. (2006), Inclusive Growth, K. N. Raj on Economic Development, Sametsha Trust, Mumbai.
5. Rodriquez, V., The Essential Ambedkar (Second ed.), Oxford, Delhi, 2006.
6. Sharma S.L. 'Perspectives on Sustainable Development in South Asia' in Samad(Ed.) ADIPA.

Paper CC - 2:**AUDITING AND MEASUREMENT OF INCLUSIVE POLICIES****Unit 1 – Auditing and Measurement of Poverty and Economic Exclusion**

The Economic Exclusion of the excluded groups in India; Auditing and measurement of poverty, economic exclusion; Critical evaluation of Poverty Alleviation Programme.

Unit 2- Auditing and Measurement of Gender Discrimination and Policies

Concept of Gender discrimination relevance with Social exclusion; Auditing and measurement of Gender Discrimination; Government's inclusive policies related gender discrimination and implications

Unit 3 - Auditing and Measurement of Caste Discrimination and Reservation Policies

History and forms of caste discrimination and its consequences in India; Auditing and measurement of effective implementation of Reservation Policies; Critical evaluation and need of implementation reservation policy in new economic reform period.

Unit 4 - Auditing and Measurement of Benefit and Access of the Government Schemes and Programmes for Excluded groups

Different government's inclusive schemes, programmes and Policies for Excluded Groups; Socio-political dimension impact on the access of the Government schemes and programmes by excluded groups; Auditing and measurement of benefits and access of the Government schemes and programmes.

Unit 5- Auditing and Measurement of National Policies for Weaker section –

Review of existing national Policies for weaker session; Auditing and measurement effective implementation of National Policies for weaker section of the society; Impact of New economic reform on existing Policies and challenges on excluded Communities

References Books –

1. Sukhadeo Thorat, Narender Kumar (Ed), (2008), *In Search of Inclusive Policy: Addressing Graded Inequality*, Rawat Publication, Jaipur
2. Aparajita Chattopadhyay (Ed.), (2013), *Poverty and Social Exclusion in India: Issues and Challenges*, Rawat Publication, Jaipur
3. Sukhadev Thorat, (2005), *Reservation and Private Sector*, Rawat Publication, Jaipur
4. Thorat S & Umakant (eds), (2004), *Caste, Race and Discrimination*, Rawat Publication, Jaipur

5. Gaikawad S. L ,(1999), *Protective Discrimination Policy and Social Change* , Rawat Publication, Jaipur
6. Farnsworth K, (2011), *Social Policy in Challenging Times*, Rawat Publication, Jaipur
7. Mohinder Singh, (1996), *Social Policy and Administration In India*, M .D. Publications Pvt. Ltd, New Delhi
8. Dr. Anoop Kumar Bhartiya,(2006), *Social Policy in India*, Faculty of Social Work, M.S. University of Baroda,
9. V. Subramanyam and K. Sekhar (Eds.), (2010), *Social Exclusion, Integration and Inclusive Policies*, Rawat Publication, Jaipur.

Paper CC- 3:

QUANTITATIVE TECHNIQUES FOR SOCIAL EXCLUSION AND INCLUSIVE POLICIES

Unit1: Research Methodology

Meaning, Objectives, Types, Significance of research. Hypothesis.

Research design, Sampling Design.

Unit 2: Nature of data and Diagrammatic Presentation of data.

Meaning of primary and secondary data. Data types. Discrete and continuous variables, raw data. Classification of data: Discrete and continuous frequency distribution, inclusive and exclusive method of classification, cumulative frequency distribution. Graphical representation of data: Line chart, Bar chart, Pie chart, Histogram, Frequency polygon, Frequency curve, ogive curves.

Unit 3: Descriptive Statistics.

Measures Central Tendency: Arithmetic Mean, Geometric Mean, Harmonic Mean, Median, Mode. Partition values, Quartiles, Deciles, Percentiles. Measures of Dispersion: Range, Coefficient of range, Quartile Deviation (QD), Coefficient of QD, Mean Deviation (MD), Coefficient of MD, Variance, Standard Deviation, Coefficient of Variation.

Unit 4: Correlation and Regression Analysis.

Bivariate data. Concept of correlation between two variables. Karl Pearson's Coefficient of Correlation. Spearman's Rank Coefficient of Correlation.

Concept of regression, lines of regression. Fitting of lines of regression by least square method. Regression coefficients and its interpretation.

Unit 5: Social Development Indices

Human Development Index(HDI)

Gender-related Development Index (GDI) and Gender Inequality Index (GII).

BASIC READING LIST

1. C. R. Kothari (2004), Research Methodology: Methods and Techniques. New Age International (P) Limited, Publishers.
2. Sheelly, John and Roger Hunt (1980), Computer Studies at First Course, Pitman Publishing Ltd., London.
3. Peter Norton's DOS Guide (6.2) (1989), Revision Edition, Prentice Hall of India Pvt. Limited, New Delhi.
4. Campbell, Mary (1986), Lotus 1-2-3, McGraw Hill, Berkley, USA.
5. N. M. Downie and R. W. Heath (1970), Basic Statistical Methods, Harper and Row, New York.
6. Yamane, Taro (1973), Statistics, An Introductory Analysis, Harper and Row (India) and John Weatherhill Inc., Tokyo.
7. Gupta, S. C. (1981), Fundamentals of Statistics, Himalaya Publishing House, Bombay.
8. Elhance, D. N. (1962), Fundamentals of Statistics, Kitab Mahal, Allahabad.
9. Taxali, Ravi Kant (1994), PC Software Made Simple, Tata McGraw Hill Publishing Co., New Delhi.
10. Honp Kenneth & Pearsall Thomas, Reporting Technical Information, Macmillan.
11. Cochran, Sampling Techniques, Wiley, III edition

Additional references will be provided by Teachers.

Paper CO -1:**SOCIAL REFORM MOVEMENTS IN INDIA****Unit- 1: Socio Religious Movements and social Reformers –**

History of Socio-religious Movements in India:-Bhakti Movement, Sufi Movement, Buddhism, Jainism, Sikhism.The Brahmo Samaj, Prathana Samaj, Satyashodhak Samaj, Self –Respect Movement, Aligarh Movement, Arya Samaj, Theosophical Society.

Social Reformers:- Raja Rammohan Roy, Mahatma Jyothiba Phule, Periyar E. V. Ramasami, Rajarshi Sahu Maharaj , M.G. Ranade, Mr. M. K. Gandhi, Dr. B. R. Ambedkar, and Mrs. Annie Besant.

Unit – 2 – Laborers and Peasant Movement

History of Peasant Movements in India, The Movements of the Laborers in the pre and post-Colonial India, Farmers' Movements in Contemporary India, Contemporary challenges before Labor and Peasant Movement.

Unit – 3- Dalit Movement and Tribal Movement

History of Dalit Movement - Struggle for Identity and Justices, Contribution of Dalit movement, Pre and Post Ambedkar – Dalit Movement: Dalit Panther, Vidhrohi Movement, Contemporary challenges before Dalit movements

History of Tribal movements in India, Contemporary Tribal Movements in India: Movements seeking political autonomy and formation of separate state, Forest -based movements, Socio-religious movements, Struggle of Nomadic and Denotified Tribes, Contemporary challenges before Dalit and Tribal movements

Unit – 4- Feminist Movement

History of Feminist movement – Emergences of Black Feminist Movement., Indian History of Feminist Movement, Dalit Feminist identity and Dalit Women's Movement

Unit – 5- Project Affected peoples Movements –

History of Development Induced Displacement and issues of Project Affected peoples in India,

Narmada Bachav Andolan, Shramjeevi Sanghtana

References Books –

1. Ghanshyam Shah, (2004), *Social Movements in India: A Review of Literature Second Edition*, Sage Publications India Pvt. Ltd., New Delhi.
2. Prahlad Gangaram Jogdand, (1995), (Ed.), *Dalit Women in India: Issues and Perspectives*, Gyan Publishing House, Pune
3. Dhananjay Keer, (1995), *Dr. Ambedkar: Life and Mission*, Popular Prakashan, Mumbai.
4. K.N Jadhav, (2005), *Dr. Ambedkar and the Significance of His Movement*, Popular Prakashan, Mumbai.
5. Gail Omvet, (1993), *Dalits and the Democratic Revolution: Dr Ambedkar and the Dalit Movement*, SAGE Publications.
6. Lata Murugkar, (1991), *Dalit Panther Movement in Maharashtra: A Sociological Appraisal*, Popular Prakashan, Mumbai.
7. Ramacandra Kshirasagara, (1994), *Dalit Movement in India and its leaders, 1857-1956*, M. D. Publication Pvt. Ltd., New Delhi.
8. Audre Lorde, (2007), *Sister Outsider: Essays and Speeches*, Crossing Press, California.
9. Patricia Hill Collins, (2000), *Black Feminist Thought: Knowledge, Conscious and the Politics of Empowerment*, Rutledge Classics, New York.
10. Sharmila Rege, (2006), *Writing Caste, Writing Gender: Reading Dalit Women's Testimonios*, Zubaan, New Delhi.
11. Dr. Indu Baghel, (2009), *Dalit Women's Movement in Modern India*, Jnanada Prakashan

12. Kumar Suresh Singh, (1982), *Tribal Movements in India, Volume-1*, Manohar Book Service,
13. A. C. Mittal & J. B. Sharma, (Ed.) (1998), *Tribal Movement, Politics, and Religion in India, Volume -1*, Radha Publications, New Delhi.
14. Govind Chandra Rath, (2006), *Tribal Development in India: The Contemporary Debate*, SAGE, New Delhi.
15. Kumar Suresh Singh, (2002), *Birsa Munda and His Movement, 1872-1901: A Study of a Millenarian Movement in Chotanagpur*, Seagull Books Pvt. Limited,

Paper CO - 2:

ENVIRONMENTAL ISSUES AND SOCIAL EXCLUSION

Unit 1: Concept of Environment:

Definition of Environment, components of environment, their interactions with each other and other components; Concept of ecosystem, ecology, habitat; Natural resources and their status; Environment as a life support system

Unit 2: Man and Environment:

Evolution of man with changing environment – Hunter gatherer, domestication of plants and animals, pastoralism, agrarian culture, civilization, colonial era; Concept of carrying capacity, growth and development, Impact of developmental process on human; Use of natural resources- use, abuse, overuse, exploitation, Changing life style and environment

Unit 3: Natural resources and social exclusion:

Availability of natural resources, scarcity of resources, resource crunch, population growth, poverty and natural resources; Status of natural resources (forest, water, land, air) and marginalisation in the society; Developmental activities induced social exclusion, major environmental issues in India and its impact on society, e.g. project affected people; Disasters causing social exclusion

Unit 4: Environment Protection and conservation:

Indian ethos of environment conservation and conservation, Nature conservation philosophy by Mahavir, Buddha and Gadhi; Constitutional provisions and major environmental laws in India; Various inclusive policies for betterment of marginalized section e.g. Jalaswaraj, Van adhikar; Role of individual in environment protection and conservation – role of youth and women; Role of NGO's in environment protection, conservation.

Reference:

1. Gadgil Madhav and Ramchandra Guha: Ecology and Equity: The use and abuse of nature in contemporary India, New Delhi, OUP. 1996
2. Karen Arms: Environmental Science
3. Michael Redclif: Development and Environmental crisis, Meheun Co. Ltd, New York, 1984
4. Sharma S. L. : Perspectives on Sustainable Development in South Asia : Perspectives on Sustainable Development in Asia
5. Martel Luke: Ecology and society: An introduction, policy Press 1984

Paper CO - 3:

SOCIAL EXCLUSION AND INDIAN LABOUR

Unit 1: Unemployment and Labour Issues:

Unemployment – Consent, Types, and Measurement, particularly in India; Employment in agricultural sector; Analysis of educated unemployment; Landless Labour, Bonded Labour;

Labour Migration: Causes And Effect

Unit 2: Woman and Child Labour:

Special problems of labour; Child labour in India; Female labour in India; Discrimination and gender bias in treatment of labour

Unit 3: Labour Market Reforms:

Exit policy, need for safety nets; Measures imparting flexibility in labour market; Second National Commission on Labour; Globalization and labour markets.

Unit 4: Wage Determination:

Classical, neo-classical and bargaining theories of wage determination; Concepts of minimum wage, living wage and fair wage in theory and practice; Discrimination in labour markets; Wage determination in various sectors – rural, urban, organized, and unorganized; National wage policy; Wages and Wage Boards in India; Bonus system and profit sharing.

Unit 5: State and Social Security:

State and social security of labour; Concept of social security and its evolution; Social assistance and social insurance; Corporate social responsibility and labour; Review and

appraisal of states policies with respect to social security and labour welfare in India.

Reference:

1. Binswanger, H. P. and M. R. Rosenweig (Eds.) (1984), Contractual Arrangements, Employment, and Wages in Rural Labour Markets in Asia, Yale University Press, New Haven.
2. Datt, G. (1996), Bargaining Power, Wages and employment : An Analysis of Agricultural Labour Markets in India, Sage Publications, New Delhi.
3. Deshpande, L. K., P. R. Brahmananda, E. A. G. Robinson (Eds.) (1993), Employment Policy in a Developing Economy, Vol. I & II, Macmillan, London.
4. Foster, A. D. and M. R. Rosenberg, (1993), Information Flows and Discrimination in Labour Markets in Rural Areas in Developing Countries, Annual Conference on Development Economics, World Bank, Washington D. C.
5. Hajela, P. D. (1998), Labour Restricting in India : A Critique of the New Economic Policies, Commonwealth Publishers, New Delhi.
6. Jhabvala, R. and R. K. Subrahmanya (Eds.) (2000), The Unorganised Sector : Works Security and Social Protection, Sage Publications, New Delhi.
7. Kannapon, S. (1983), Employment Problems and Urban Labour Markets in Developing Countries, University of Michigan, Ann Arbor.
8. McConnell, C. R. and S. L. Brue (1986), Contemporary Labour Economics, McGraw-Hill, New York.
9. Memoria, C. B. (1966), Labour Problems and Social Welfare in India, Kitab Mahal, Allahabad.
10. MHRD, GOI (1987), Shram Shakti: Report of the National Commission on Self-employed Women and women Workers in the Informal Sector, Ministry of Human Resources Development, New Delhi.
11. Misra, L. (2000), Child Labour in India, Oxford University Press, New Delhi.
12. Papola, T. S. and Rodgers, G. (Eds.) (1992), Labour Institutions and Economic Development in India, International Institute for Labour Studies, Geneva.
13. Papola, T. S. and Sharma, A. N. (Eds.) (1999), Gender and Employment in India, Vikas Publishing House, New Delhi.
14. Punekar, S. D. (1978), Labour Welfare, Trade Unionism and Industrial Relations, Himalaya Publishing House, Bombay.
15. Rees, A. (1973), Economics of Work and Pay, Harper and Row, New York.
16. Riveros, L. (1990), Labour Market Policies and Labour Market Reforms in Socialist Economies, world Bank, Washington D. C.
17. Sen, A. K. (1975), Employment, Technology and Development, Oxford University

Press, New Delhi.

18. Sharma, A. N. and A. Kundu (Ed.) (2001), Informal Sector in India : Emerging Perspectives, Institute of Human Development, New Delhi.
19. Venkata Ratnam, C. S. (2001), Globalization and Labour Management Relations : Dynamics of Change, Sage Publications/Response Books, New Delhi