

BHARATHIAR UNIVERSITY: COIMBATORE – 641 046

M. Phil. / Ph. D. – SOCIOLOGY

PART – 1 Syllabus (Effective from the Academic Year 2008-09 onwards)

PAPER – III: Industrial Sociology

Objectives:

At the end of the course, the scholars will be able to

1. Understand the theoretical perspectives of social organization, work personalities and dynamics of organizations, and their related aspects.
2. Learn about various aspects of organizational culture, organisational socialisation interrelationships between organisation and the individual and organizational problems.

UNIT - I Sociology of Organizations: Theoretical Perspectives

Bureaucracy - Max Weber; Human relations - Friz J Roethlisberger and William J. Dickson; Comparative Study of Organizations - Peter M. Blau
Decision-making Theory - James G March and Herbert A Simon.

UNIT - II Work Personalities

Backgrounds of workers, workers' experiences and traits, workers' predisposition and orientation to work; Workaholics, over workers, average workers, under workers, and work inhibited; Determinants of work personalities; Factors affecting the development of work personalities- Demographic and Historical.

UNIT - III Dynamics of Organizations

Organizations and their environments - Direct and Indirect; Organizational design: Bureaucratic systems, Adoptive systems, Authority, Responsibility and power; Organisational Change, Organisational Conflict and Organisational Effectiveness.

UNIT - IV Organizational Culture and Organisational Socialisation

Organizations create their cultures; Types of Socialization: Anticipatory Socialization, Accommodative Socialization, Role Management Socialization Organisational Socialisation; Methods of Socialization: The outcomes of Socialization, Characteristics of effective Socialisation and Socialisation as an integration strategy.

UNIT – V Organisation and the Individual, and Organizational Problems

Personal and organizational goals, Morale and Motivation; Alienation; Commitment; Organizational Problems: Role of trade unions in maintaining industrial relations; Trade union leadership; Role of Government in solving industrial problems; Workers' unrest.

References:

- Bedeian, A. G., 1984. *Organizations: Theory and Analysis*. Chicago: The Dryden Press.
- Burrell, G. and Morgan, G., 1979. *Sociological Paradigms and Organizational Analysis: Elements of the Sociology of Corporate Life*. London: Heinemann Educational Books Ltd.
- Eldridge, J. E. T. and Crombie, A. D., 1974. *Sociology of Organizations*. London: George Allen & Unwin Ltd.
- Gisbert, P. S. J., 1969. *Fundamental of Industrial Sociology*. New York: McGraw Hill.
- James W. Walker, 1980. *Human Resource Planning*. New York: McGraw Hill.
- Kotter, J. P. and Heskett, J. L., 1992. *Corporate Culture and Performance*. New York: The Free Press.
- Maheswari, B. L. and Sinha D., 1991. *Management of Change through Human Resource Development*. New Delhi: Tata McGraw Hill.
- Memoria, C. B., 1983. *Dynamics of Industrial Relations in India*. Bombay: Himalaya Publishing House.
- Miller, D. C. and Form W. A., 1964. *Industrial Sociology*. 2nd Ed. New York: Horpar & Row.
- Parker, S. R. and Brown, 1967. *The Sociology of Industry*. London: Allen & Unwin.
- Robbins, S. P., 1987. *Organization Theory: Structure, Design and Applications*. New Jersey: Prentice-Hall, Inc.
- Schneider, E.V., 1969. *Industrial Sociology*. New York: McGraw Hill.
- Moore, Wilbert, E., 1965. *The Impact of Industries*. New Jersey: Prentice – Hall, INC, Englewood, Cliffs.
- Rao T.V., 1996. *Human Resource Development*. New Delhi: Sage Publications.
- Schneider, E.V., 1969. *Industrial Sociology*. New York: McGraw Hill.
- Sahu, B., 1985. *Dynamics of Participative Management: Indian Experiences*. Delhi: Himalaya Publishing House.
- Werther William B. and Keith Davis., 1985. *Personnel Management and Human Resources*. 2nd Ed. New York: McGraw Hill.

BHARATHIAR UNIVERSITY: COIMBATORE – 641 046

M. Phil. / Ph. D. – SOCIOLOGY

PART – 1 Syllabus (Effective from the Academic Year 2008-09 onwards)

Paper III – Perspectives in Gender Studies

Objectives:

At the end of the course, the scholars will be able to

1. Understand the theoretical perspectives of women related issues, women in family and society, and related issues.
2. Learn about various aspects of women's health, discrimination on women and changing power structure at family with a special focus on recent research.

UNIT - 1 Theoretical Perspectives

The origin of the family, private property and the state: Engels. Conflict theory of sexual stratification: Randall Collins Women in the public Domain: Peggy Sandy The exchange network theory: Richard Emerson

UNIT - II Women in Society

Status of Women: Women in the changing society, social status of women, Economic status of women, Religious status of women, Policies and programmes to improve the status of women.

UNIT - III Women and Family

Structural problems in dual career family Network and support system for working and non- working women Quality of life perspective and contribution of women

UNIT - IV Women and Health

Women in early childhood – Nutrition and health care in infancy, Impact of early Marriage and adolescent childbearing on women's health. Women in reproductive age – Reproductive rights and choice, Socioeconomic determinants of reproductive health, Prospects for improvement in reproductive health. Women in old age – older women and the life course

UNIT - V Discrimination on Women and Changing Power Structure at Family

Power structure and decision making in family – Decision making among dual earner and single earned household – Access to resources and power. Gender abuse: Domestic violence, Rape, Abortion, Female infanticide, Widowhood, Harassment and exploitation, Laws pertaining to violence of women.

References:

- Alam, M., 2006. *Aging in India, Socio-Economic and Health Dimension*. New Delhi: Academic Foundation.
- Behura, N.K. and Mohanthy, R.P., 2005. *Aged in Changing Social System*. New Delhi: Discovery Publishing House.
- Charlotte, G. O., 1980. *Women and Men in Society*. Litton Education Publishing Inc.
- Desai, N and Patel, V., 1985. *Indian Women*. Bombay: Popular Prakasan Publishing Com.
- Dutta, R. K., 2003. *Women Empowerment*. New Delhi: Reference Press.
- Ghosh, S. K., 1984. *Women in a Changing Society*. New Delhi: Ashish Publishing Company
- Gowri, R.G., Reddy, P. J. and Rani Devi, M., 2003. *Elderly Women: A Study of the Unorganized Sector*. New Delhi: Discovery Publishing House.
- Graham, 1984. *Women, Health and the Family*. New York: Harvester Wheat Sheaf.
- Gupta, et al., 1995. *Women's Health in India: Risk and Vulnerability*. New Delhi: Oxford Press.
- Hooyman, N. R. and Kiyak, H. A., 1999. *Social Gerontology: A Multi-disciplinary Perspective*. 5th Ed. Boston: Allyn & Bacon.
- Jha, J. K., 2002. *Status of Girl Child in India*. New Delhi: Swarup & Sons.
- Kramer, L., 2004. *The Sociology of Gender: A Brief Introduction*. Jaipur: Rawat Publications.
- Liebig, P. S. and Rajan S. I., 2005. *An Aging India Perspective, Prospects and Policies*. Jaipur: Rawat Publications.
- Loutfi, M.F., 2001. *Women, Gender and Work, What is equality and how do we get there?* Jaipur: Rawat Publications.
- Myers, K. A. et al. (Eds.), 1998. *Feminist Foundations: Towards Transforming Sociology*. New Delhi: Sage.
- Oakley, A., 1985. *The Sociology of House Work*. New York: Basis Blackwell.
- Pruthi, R. and Sharma, B.R., 1995. *Social Movements and Women*. New Delhi: Anmol Publication Private Ltd.

- Ramamurti, P.V. and Jamuna, D., 2004. *Hand Book of Indian Gerontology*. New Delhi: Sage Publications.
- Thara Bhai, L., 2002. *Aging Indian Perspectives*. New Delhi: Decent Books.
- Verma, M. et al., 1996. *Child Nutrition Problems and Prospects*. Jaipur: Ina Shree Publishers.
- Yadhav, J. P., 2004. *Aged in India: The struggle to Survive*. New Delhi: Institute for Sustainable Development and Annual publications, Pvt. Ltd.

BHARATHIAR UNIVERSITY: COIMBATORE – 641 046

M. Phil. / Ph. D. – SOCIOLOGY

PART – 1 Syllabus (Effective from the Academic Year 2008-09 onwards)

Paper III – Sociology of Social Stratification in India

Objectives:

At the end of the course, the scholars will be able to

1. Understand the concepts and various dimensions of social stratification, theoretical frameworks of social stratification, caste structure in olden days and present days and also the relevance of class, caste and power in Indian context.
2. Learn about various aspects of gender and stratification, ethnicity, communities and other changing stratification systems in the recent past.

UNIT - I Social Stratification:

Concepts and Theoretical Frameworks Concepts: social stratification; social structure; social processes; social differentiation; social equality and inequality; social hierarchy; power and domination, authority and hegemony; social mobility; open and closed systems (estate and caste) of stratification, status inconsistency, relative deprivation, status strain/stress, alienation, social distance.

Theoretical Frameworks: Social stratification and Structural functionalism – Talcott parsons; Marxism/Conflict perspectives – Karl Marx; Weberian Interactionist perspective and Critical Perspectives.

UNIT - II Castes: Old and New

Caste system in traditional India: G.S. Ghurye; Louis Dumont; M.N.Srinivas; Andre Beteille. Concepts: Varna; jati; jajmani system. Caste Today: Socio-economic transformation and the caste; Caste and political process. Caste and identities; emergence of Dalit ideology; Dynamics of caste conflicts.

UNIT - III Relevance of Class, Caste and Power

Feudal system; Inequality and Poverty; Agrarian Social Structure and Change; Development of capitalism; the changing profile of rural and urban classes. Bourgeoisie, Embourgeoisement and Proletariats; India's middle classes;

Caste and class nexus in India. Pluralism – Ideology, political parties and interest groups; Status, Class and Party; Politicisation of caste.

UNIT - IV Gender and Stratification

Concepts: Sex and Gender; Patriarchy; Gender differentiation; Barrier to marital communication; Gender and poverty; Caste and gender; Female infanticide; gender and labour markets; Capitalism and gender.

UNIT - V Ethnicity, Communities and other changing stratification systems

Race and caste; Ethnicity; Culture and power, Indian tribes; India's ethnic minorities; Structured inequality and its Dynamics of contemporary society; Changing realities of status, class, and power.

References:

Ahuja, R., 1993. *Indian Social System*. Jaipur: Rawat Publications.

Bailey, F. G., 1958. *Caste and Economic Frontiers: A Village in Highland Orissa*. Bombay: Oxford University Press.

Beteille, Andre, 1969. *Caste, Class and Power: Changing Patterns of Stratification in Tanjore Village*. Bombay: Oxford University Press.

_____, 1969. *Castes - Old and New: Essays in Social Structure and Stratification*. New York: Asia Publishing House.

Coser, Lewis A., 1956. *The Functions of Social Conflict*. New York: Free Press.

Dehrendorf, Ralf, 1959. *Class and Class Conflict in Industrial Society*. London: Routledge and Kegan Paul Ltd.

Deleige Robert, 1999. *The Untouchables of India*. New York: Borg Publishers.

Omvedt, Gail, 1994. *Dalit and Democratic Revolution*. New Delhi: Sage Publications.

Dube, S. C., 1960. *India's Changing Villages*. London: Routledge and Kegan Paul Ltd.

Dumont, Louis, 1970. *Homo Hierarchicas: The Caste System and Its implications*. New Delhi: Vikas Publications.

Fuller, C., (ed.) 1996. *Caste Today*. Cambridge: Cambridge University Press.

Gerth H. H. and Mills C. Wright (Eds.), 1948. *From Max Weber: Essays in Sociology*. London: Routledge and Kegan Paul.

Gupta, Dipankar (Ed.), 1991. *Social Stratification*. New Delhi: Oxford University Press.

- _____, 2000. *Interrogating Caste: Understanding Hierarchy and Differences in Indian Society*. New Delhi: Penguin Books India.
- Hardgrave, R. L., 1969. *The Nadars of Tamil Nadu: The Political Culture of a Community in Change*. Berkeley: University of California.
- Hugo, Gorringe, 2005. *Untouchable Citizens: Dalit Movements and Democratisation in Tamil Nadu*. New Delhi: Sage Publications.
- Jayaram, N. and Saberwal, Satish, 1996. *Social Conflict*. New Delhi: Oxford University Press.
- Kothari, Rajni, 1970. *Caste in Indian Politics*. New Delhi: Orient Longman Ltd.
- Michael, S. M., 1998. 'Peasants, Dalits and Women', In: M. Mohanty, P. Mukherji and O. Tornquist (Eds.), *People's Right*. New Delhi: Sage Publications.
- Oommen, T. K., 1990. *Protest and Change: Studies in Social Movements*. Delhi: Sage Publications.
- Ram, Nandu, 1988. *The Mobile Schedule Castes: Rise of a New Middle Class*. Delhi: Hindustan Publishing Corporation.
- Rao, M. S. A., 1987. *Social Movements and Social Transformation*. Delhi: Ramesh Jain.
- Sharma, K. L., 1994. *Social Stratification and Mobility*. New Delhi: Rawat Publications.
- _____, 2001. *Re-conceptualising: Caste, Class and Tribe*. Jaipur: Rawat Publications.
- Singh, Yogender, 1997. *Social Stratification and Change in India*. New Delhi: Manohar.
- Srinivas, M. N. (Ed.), 1996. *Caste: It's Twentieth Century Avatar*. New Delhi: Penguin Books.
-