

# GUJARAT TECHNOLOGICAL UNIVERSITY

## DIPLOMA IN FABRICATION TECHNOLOGY

### SEMESTER: V

Subject Name: **Industrial management & Organizational Behavior**

Sr. No.	Course Content
1.	<b>History of Indian Industry:</b> <ol style="list-style-type: none"> <li>1.1 Introduction</li> <li>1.2 Major stage of economic growth</li> <li>1.3 Indian industry</li> <li>1.4 Stages of scientific and technological revolution</li> <li>1.5 Concept of growth of Indian manufacturing industries</li> <li>1.6 Growth of fabrication industries in Gujarat</li> <li>1.7 Industrial policy of government of Gujarat</li> <li>1.8 Industrial policy of the five year plans</li> <li>1.9 Major areas of Gujarat and Indian industries.</li> <li>1.10 Concept of economic liberalization and globalization</li> <li>1.11 Globalization of Indian industries</li> <li>1.12 General agreements of tariff and trade ( GATT)</li> <li>1.13 World trade organization (WTO)</li> <li>1.14 Case study related to fabrication industries</li> </ol>
2.	<b>Basic Concept of Management:</b> <ol style="list-style-type: none"> <li>2.1 Introduction</li> <li>2.2 Definitions of management</li> <li>2.3 Characteristics of management</li> <li>2.4 Difference or relationship between administration, management, and organization</li> <li>2.5 Levels of managements</li> <li>2.6 Managerial skill: technical, conceptual, human relations skill</li> <li>2.7 Corporate culture</li> <li>2.8 Managerial skills and effective communication</li> <li>2.9 Case study related to fabrication industries</li> </ol>
3.	<b>Industrial Psychology:</b> <ol style="list-style-type: none"> <li>3.1 Introduction</li> <li>3.2 Scope of industrial psychology</li> <li>3.3 Human behavior</li> <li>3.4 Aims and objectives of industrial psychology</li> <li>3.5 Theories of motivation</li> <li>3.6 Industrial disputes</li> <li>3.7 Handling of workers Grievences.</li> <li>3.8 Workers participation in management</li> <li>3.9 Industrial discipline</li> <li>3.10 Case study related to fabrication industries</li> </ol>

4.	<b>Leadership and Supervisory:</b> <ul style="list-style-type: none"> <li>4.1 Introduction</li> <li>4.2 Definitions of leadership</li> <li>4.3 Function of leadership</li> <li>4.4 Quality of leadership</li> <li>4.5 Leadership v/s management</li> <li>4.6 Theories of leadership</li> <li>4.7 Styles of leadership</li> <li>4.8 Managerial (leadership) grid</li> <li>4.9 Supervision</li> <li>4.10 Duties of foreman or supervisor</li> <li>4.11 Essential qualities of foreman</li> <li>4.12 Case study related to fabrication industries</li> </ul>
5.	<b>Individual and Interpersonal Behavior:</b> <ul style="list-style-type: none"> <li>5.1 Study of individual</li> <li>5.2 Organization and individual</li> <li>5.3 Attitude, perception, values and ethics</li> <li>5.5 Self development</li> <li>5.6 Moral</li> <li>5.7 Self esteem and assertiveness</li> <li>5.8 Self development</li> <li>5.9 Group dynamics and group behavior</li> <li>5.10 Case study related to fabrication industries</li> </ul>
6.	<b>Personality and Motivation:</b> <ul style="list-style-type: none"> <li>6.1 Meaning and determinants factor of personality</li> <li>6.2 Dynamics of personality</li> <li>6.3 Emotional determinants of personality</li> <li>6.4 Behavior at work</li> <li>6.5 Motivation</li> <li>6.6 Job satisfaction</li> <li>6.7 Case study related to fabrication industry</li> </ul>
7.	<b>Training and Career Development of Menpower:</b> <ul style="list-style-type: none"> <li>7.1 Introduction</li> <li>7.2 Need for training</li> <li>7.3 Objectives of training and development</li> <li>7.4 Benefits of training</li> <li>7.5 Guidelines for training workers</li> <li>7.6 Methods of training workers</li> <li>7.7 Foreman or supervisory training</li> <li>7.8 Executive or managers training and development</li> <li>7.9 Method of training executives</li> <li>7.10 Career development plan in the field of fabrication</li> <li>7.11 Prerequisites for career development in the field of Fabrication</li> <li>7.12 Department function of fabrication industries</li> <li>7.13 Developing competencies expected by fabrication industries</li> <li>7.14 Skill set as per wasington accord and Sydney accord</li> </ul>

	7.15 Recruitment and selection procedure 7.16 Types of interviews technique and preparation 7.17 Career planning for the industry or site work in India, Gujarat or abroad 7.18 Skills of success 7.19 Developing employable personality 7.20 Need, importance of assignment, report writing and documentation During training in fabrication industries. 7.21 Discipline in industry 7.22 Preparation of good C.V. and statement of purpose ( SOP ) 7.23 Need, scope and importance of creativity and innovation in career Development 7.24 Case study related to fabrication industry.
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### Industrial management & Organizational Behavior (Practice)

Experience No.	Description of Laboratory Experience
1	<b>Demostration &amp; Study (Report/Observation Writing):</b> <ul style="list-style-type: none"> <li>Develop human capability through various learning experiences</li> </ul>
2	Job Preparation (Write Sequence and Parameters of Operation)
3	<b>Seminar &amp; Presentation &amp; Group Discussion:</b> <ol style="list-style-type: none"> <li>Prepare a Seminar Using Power Point Presentation/Transparencies on The Topic Covered in Syllabus/Beyond The Syllabus</li> <li>Give 10 minutes Presentation</li> <li>Group Discussion</li> </ol>
4	Preparation of Models, Charts, Quiz Competition & Slogans (Group/Individual)
5	<b>Industrial Visit:</b>  Term Work content of Industrial Visit Report Should Also Include Following <ol style="list-style-type: none"> <li>Brief Detail of Industry Visited</li> <li>Type, location, product, rough lay-out, Human resource etc. of industry</li> <li>Details, Description, Broad Specification of machinery/Process Observed</li> <li>Safety Norms and Precautions observed</li> <li>Student on Observation on Industrial Environment, Culture and Attitude</li> <li>Any Other Detail/Observation asked by accompanying faculty.</li> </ol> <ol style="list-style-type: none"> <li>Industrial visit of Structural Fabrication Industry</li> </ol>
6	Sheet & Sketch Work
7	<b>Report Writing:</b> <ul style="list-style-type: none"> <li>Report writing should be based on topic of curriculum and beyond curriculum</li> </ul>

8	<b>Beyond Syllabus Activities (Develop Creative &amp; Innovative Ideas Among Students):</b>  Display article, information, sketch, under knowledge zone(K-Zone), inspiration zone(I- Zone) & Creative zone(C-zone)
9	<b>Literature Survey:</b>  1. Library assignment 2. Internet surfing 3. Refer product pamphlets 4. Technical magazines
10.	<b>Shop Talk:</b>  1 Ten minutes presentation on shop floor/Laboratory during the presentation of job/laboratory experience by the students
11.	<b>Audio Visual Aids:</b>  1 Prepare audio cassette 2 Photograph lab manual 3 Technical video download
12.	<b>Paper Solutions:</b> 1 Write a paper solution of last five examination papers
13.	<b>School Within School:</b>  1. Guiding / Sharing / Mentoring the know-how by meritorious students to lower performing students
14	<b>Self Learning:</b>  1. Contact with field expert, seniors, alumni and get further know-how individually or in a group. 2. Read related book / magazine / article / literature and share the content

### **Notes:**

1. Term work report content of each experience should also include following.
  - a) Experience description/ data and objective.
  - b) A skill which is/are expected to be developed in student after competition of experience.
  - c) Drawing of experience / set up with labels / nomenclature to carry out the experience.
  - d) The specification of machine / equipment / devices / tools / instruments/items / elements which is / are used to carry out and to check experience.
  - e) Process parameters / set up settings values applied to carry out experience
  - f) Steps / process description to execute the experience.
  - g) Observation

- h) Information on resent machine / equipment / devices / tools/ instrument/ item available. In market to carry out the experience.
- i) Special / additional notes or remarks.
- 2. Term work report of student of regular more should exclude distance learning manual, photocopy, printed content, etc. focus should be on developing the term work as original efforts of student.
- 3. Term work content of industrial visit report should also include following
  - a) brief detail of industry visited
  - b) Type, location, product, rough layout, human resource, etc of industry.
  - c) Details, description and broads specification of machinery / process observed.
  - d) Safety norms and precautions observed
  - e) Student on observation on industrial environment, culture and attitude
  - f) Any other detail /observation asked by accompanying faculty.
- 4. Term work also include experience logbook duly certified by subject teacher.

### Reference Book:

Sr. No.	Book name	Author name
1	Industrial Engineering and Production Management	M.Mahajan Dhanpatrai Pub. Pvt. Ltd.
2	Industrial Management and Organizational Behaviour	K.K. Ahuja Khanna Pub. Pvt. Ltd.
3	Organizational Behavior Concept Theory and Practices	Nirmal Sing Deep And Deep Pub. Pvt. Ltd.
4	Organizational Behavior	Dr. K. Aswathappa Himaliya Pub. Pvt. Ltd.
5	Industrial Engineering & Management	O.P. Khanna Dhanpatrai & Sons
6	Industrial Management and Organizational Behaviour	K.K. Ahuja Khanna Pub. Pvt. Ltd.
7	Industrial Management	D.L. Material