QuickNotes

FREE STUDY NOTES · PDF

UGC NET Paper 2

Labour Welfare / Human Resource Management (055)
Complete revision notes — all 10 units

10 units | Tables & formulas | Key revision points

01 Principles and Practice of Management
02 Human Resource Management
03 Labour Welfare
04 Labour Commissions and the ILO
05 Trade Unions
06 Industrial Relations
07 Wages and Compensation
08 Social Security
09 Labour Legislation
10 Labour Economics and Organisational Behaviour

getquicknotes.com

Edition: November 2026

CONTENTS

What's inside

Ten units of focused revision notes. Each unit ends with a box of key revision points.

01 **Principles and Practice of Management** — Management functions and major thinkers. 3

02 **Human Resource Management** — HR functions from planning to appraisal. 4

03 **Labour Welfare** — Concept, theories and agencies of labour welfare. 5

04 **Labour Commissions and the ILO** — Commissions on labour in India and the International Labour Organization. 6

05 **Trade Unions** — Trade union movement, theories and law. 7

06 **Industrial Relations** — Industrial disputes, collective bargaining and dispute resolution. 8

07 **Wages and Compensation** — Wage theories, wage concepts and wage laws. 9

08 **Social Security** — Social insurance and assistance schemes. 10

09 **Labour Legislation** — The four labour codes and other key laws. 11

10 **Labour Economics and Organisational Behaviour** — Labour markets, employment and workplace behaviour. 12

How to use these notes

- Read one unit at a time, then test yourself with its key revision points.
- Make your own short notes on topics you find difficult.
- Units follow the main areas of the official syllabus — the exact unit list can change between sessions.
- Always check the latest syllabus and notices on the official UGC NET portal: **ugcnet.nta.ac.in**.

UNIT 01

Principles and Practice of Management

Management functions and major thinkers.

- Functions: planning, organising, staffing, directing, controlling.
- Thinkers: Taylor, Fayol (14 principles), Weber, Mayo (Hawthorne), Drucker (MBO).

★ Key revision points

- 14 principles = Fayol.
- MBO = Drucker.
- Hawthorne = Mayo.
- Scientific management = Taylor.

UNIT 02

Human Resource Management

HR functions from planning to appraisal.

- HR planning, job analysis, recruitment, selection, induction, training, appraisal, compensation.
- Training evaluation — Kirkpatrick's four levels.
- Strategic HRM; HR analytics.

★ Key revision points

- Kirkpatrick: four levels of evaluation.
- Job analysis = description + specification.
- Induction orients new staff.
- Strategic HRM aligns HR with strategy.

UNIT 03

Labour Welfare

Concept, theories and agencies of labour welfare.

- Statutory (by law) vs voluntary welfare; intramural vs extramural.
- Theories: police, religion, philanthropic, trusteeship, placating, public relations, functional.
- Welfare officer under the Factories Act (factories with 500+ workers).

★ Key revision points

- Intramural = inside the workplace.
- Welfare officer: 500+ workers.
- Trusteeship theory links to Gandhi.
- Statutory welfare is legally required.

UNIT 04

Labour Commissions and the ILO

Commissions on labour in India and the International Labour Organization.

Body	Year	Note
International Labour Organization	1919	Philadelphia Declaration 1944; tripartite
Royal Commission on Labour (Whitley)	1929	Report 1931
First National Commission on Labour	1966	Justice Gajendragadkar
Second National Commission on Labour	1999	Ravindra Varma

★ Key revision points

- ILO: 1919, tripartite.
- Royal Commission: Whitley, 1929.
- First NCL: Gajendragadkar.
- Second NCL: Ravindra Varma.

UNIT 05

Trade Unions

Trade union movement, theories and law.

- AITUC (1920) — first national trade union centre.
- Theories: Webbs (industrial democracy), Perlman (job consciousness), Marx (class struggle).
- Trade Unions Act, 1926 (now within the Industrial Relations Code, 2020).

★ Key revision points

- AITUC: 1920.
- Industrial democracy = the Webbs.
- Job consciousness = Perlman.
- Trade Unions Act: 1926.

UNIT 06

Industrial Relations

Industrial disputes, collective bargaining and dispute resolution.

- Approaches: unitary, pluralist, Marxist; Dunlop's systems approach (1958).
- Collective bargaining; conciliation, arbitration, adjudication.
- Industrial Disputes Act, 1947 (now in the Industrial Relations Code, 2020).

★ Key revision points

- Systems approach = Dunlop (1958).
- Adjudication = labour courts and tribunals.
- ID Act: 1947.
- Pluralist view accepts conflict.

UNIT 07

Wages and Compensation

Wage theories, wage concepts and wage laws.

- Wage concepts: minimum, fair, living wage (Fair Wages Committee, 1948).
- Theories: subsistence, wage fund, marginal productivity, bargaining.
- Code on Wages, 2019 — consolidates the Minimum Wages, Payment of Wages, Payment of Bonus and Equal Remuneration Acts.

★ Key revision points

- Minimum, fair, living wage: 1948 committee.
- Code on Wages: 2019.
- Wage fund theory = J. S. Mill era.
- Marginal productivity links wage to output.

UNIT 08

Social Security

Social insurance and assistance schemes.

- Employees' State Insurance Act, 1948; Employees' Provident Funds Act, 1952.
- Code on Social Security, 2020 — includes gig and platform workers.
- Schemes: Atal Pension Yojana, PM-SYM.

★ Key revision points

- ESI Act: 1948.
- EPF Act: 1952.
- Social Security Code covers gig workers.
- Atal Pension Yojana: unorganised sector.

UNIT 09

Labour Legislation

The four labour codes and other key laws.

Labour code	Year
Code on Wages	2019
Industrial Relations Code	2020
Code on Social Security	2020
Occupational Safety, Health and Working Conditions Code	2020

★ Key revision points

- Four labour codes.
- Wages Code: 2019.
- Others: 2020.
- OSH Code covers safety.

UNIT 10

Labour Economics and Organisational Behaviour

Labour markets, employment and workplace behaviour.

- Labour market: demand, supply, unemployment types (frictional, structural, cyclical, disguised).
- Organisational behaviour: motivation (Maslow, Herzberg), leadership, groups.
- Quality of work life; employee engagement.

★ Key revision points

- Disguised unemployment: zero marginal product.
- Two-factor theory = Herzberg.
- QWL improves working conditions.
- Structural unemployment = skills mismatch.

QuickNotes

Learn Quickly. Prepare Smartly.

More free study notes

Free PDFs for UGC NET Paper 1, every Paper 2 subject, IBPS RRB and SSC CHSL — no sign-up.

www.getquicknotes.com

Free for personal study — not for sale. You may share this PDF unchanged and free of charge.

QuickNotes is an independent educational platform. It is not affiliated with, endorsed by or connected to the University Grants Commission (UGC), the National Testing Agency (NTA) or any government examination authority. These are original revision notes; always refer to the official notification for exam dates, eligibility, pattern and syllabus.

Found a mistake? Email support@getquicknotes.com · Edition: November 2026