



RASHTRASANT TUKDOJI MAHARAJ NAGPUR UNIVERSITY, NAGPUR

Direction No. 45 of 2016

**DIRECTION GOVERNING THE EXAMINATION LEADING TO THE DEGREE OF
MASTER OF INDUSTRIAL RELATION & PERSONNEL MANAGEMENT (MIRPM)
(CREDIT BASE SEMESTER PATTERN) FACULTY OF COMMERCE**

(Issued under section 14(8) of the Maharashtra University Act 1994)

WHEREAS, Maharashtra University act No. xxxv of 1994 has come into force with effect from 22nd July 1994 and has been amended from time to time,

AND

WHEREAS, the University Grants Commission, New Delhi vide letter no. D.O. No. F-2/2008/(XI Plan), Dated 31st January 2008 regarding new initiatives under the XI Plan-Academic reforms in the University has suggested for improving quality of higher education and to initiate the Academic reform at the earliest.

AND

WHEREAS, faculty of commerce at its meeting held on 14.2.2012 has decided to update the existing syllabus for award of the degree of **MASTER OF INDUSTRIAL RELATION & PERSONNEL MANAGEMENT(MIRPM)** commensurate with the curricula existing in the various universities in India and with a view to include the latest trends in the commerce stream as well as to design it to suit to the needs of the industries and corporate houses,

AND

WHEREAS, University Grants Commission, New Delhi has prescribed the Model Curriculum for award of the Postgraduate degree in the Faculty of commerce and directed to implement the same from the academic session 2012-2013,

AND

WHEREAS, Chairman of all the Board of Studies in the Faculty of Commerce in their meeting held on 24.2.2016 prepared the Scheme of Credit Based Semester pattern for conduct of the **MASTER OF INDUSTRIAL RELATION & PERSONNEL MANAGEMENT (MIRPM)** Examination,

AND

WHEREAS, Board of Studies viz. (1) Business Administration and Business Management, (2) Commerce, (3) Accounts and Statistics, (4) Business Economics and (5) Ad-hoc Board in

Computer Application in its meetings held on 24.2.2016 respectively updated the existing syllabi and recommended some modifications in the scheme of examination for post graduate courses,

AND

WHEREAS, Dean of Commerce has consented to the changes in the syllabus and the scheme of examination for the award of **MASTER OF INDUSTRIAL RELATION & PERSONNEL MANAGEMENT (MIRPM) CBCS Pattern**,

AND

WHEREAS, Vice-Chancellor, RTM Nagpur University, Nagpur approved the recommendations so made by the Dean, Faculty of Commerce as required under Section 38(a) of the act .

AND

WHEREAS the Vice-Chancellor, Nagpur University, Nagpur approved the recommendations so made by the Special Task Committee in the Faculty of Commerce duly concurred by the Coordinator, Faculty of Commerce as required under Section 38 (a) of the Act .

AND

WHEREAS it is expedient to provide an Ordinance for the purpose of prescribing examinations leading to the degree of MIRPM in the Faculty of Commerce and phasic repeal of Ordinance No. of 1994 governing the existing course of MIRPM

AND

WHEREAS As per the Advice of the Vice Chancellor, Coordinator, Faculty of Commerce & Coordinator, Special Task Committee in the meeting held on 4.1.2016 constituted sub-committee for syllabus restructuring of MIRPM with Semester pattern.

The Sub-committee submitted the Semester Draft Syllabus of MIRPM in meeting held on 24.2.2016.

WHEREAS, ordinance making involve a time consuming process, therefore, I, Dr. S. P. Kane, Vice-chancellor, Rashtrasant Tukdoji Maharaj, Nagpur University, Nagpur in exercise of the powers vested under Section 14(8) of the Maharashtra University Act of 1994 do hereby issue the following Direction-

- This direction shall be called **“DIRECTION GOVERNING THE EXAMINATION LEADING TO THE DEGREE OF MASTER OF INDUSTRIAL RELATION & PERSONNEL MANAGEMENT (MIRPM) (CHOICE BASED CREDIT SEMESTER PATTERN) CBCS, FACULTY OF COMMERCE, RASHTRASANT TUKDOJI MAHARAJ NAGPUR UNIVERSITY NAGPUR”**.

- The Direction shall come into force with effect from the date of its issuance by Honorable Vice-Chancellor.
- The duration of the course shall be of two academic years consisting of the four semesters with university examination at the end of each semester namely
 - **MIRPM** Semester I Examination
 - **MIRPM** Semester II Examination
 - **MIRPM** Semester III Examination
 - **MIRPM** Semester IV Examination

The examination shall be held at such places and on such dates which are notified by the University.

I. ELIGIBILITY TO THE COURSE

- The duration of **MIRPM** (CBCS) Course shall be of Two years consisting Semester-I & II in first year and Semester-III & IV in second year.
- Subject to compliance with the provisions of this direction and of other ordinances in force from time to time, an applicant for admission to this course shall have passed **ANY** Degree examination of Rashtrasant Tukdoji Maharaj Nagpur University or equivalent of any other recognized University.
- The Examinations for Semesters I, II, III and IV shall be held twice a year at such places and on such dates as notified by the University.
- The fees for examination shall be as prescribed by the Rashtrasant Tukdoji Maharaj Nagpur University from time to time.
- Applicant for the examination pursuing a regular course of study leading to the **MIRPM** (CBCS) shall not be permitted to join any other course in this University or any other University simultaneously.
- **ATKT Rules** for Admission for the **MIRPM** Course (Semester end examination and internal assessment being separate passing head). An unsuccessful examinee at the any semester examination shall be **ALLOWED TO KEEP TERM in accordance to the following table:**

Admission to Semester	Candidate should have passed in following examinations	Candidate should have completed the term and filled examination form
I Semester	Degree examination	-
II Semester	-	Semester – I
III Semester	Semester-I	Semester-II
IV Semester	Semester-I & II	Semester- III

II. CREDIT SYSTEM OF EVALUATION

- The **MIRPM** programme shall consist of **Sixteen** Papers (Subjects in old terminology) of area related to commerce stream as opted by the student.
- The subjects are categorized as **Foundation subjects, Core subjects & Elective subjects**. The Core subjects are compulsory whereas, student has a choice to select **any one** from Elective & foundation subjects.

•

Without prejudice to the other provisions of Ordinance No. 6 relating to the Examinations in General, the provisions of Paragraphs 5, 7, 8, 10, 26 and 31 of the said Ordinance shall apply to every collegiate candidate.

With the issuance of this Direction, The Direction No 7 of 2014 (Credit based Semester Pattern) shall stand repealed.

Nagpur
Date :21.6.2016

Sd/-
Dr. S. P. Kane
Vice-Chancellor

Subjects offered, contact hours, credits attached and allocation of marks shall be as follows:

APPENDIX - A

MASTER OF INDUSTRIAL RELATION & PERSONNEL MANAGEMENT (CBCS)

MIRPM (CBCS) Part - I

Semester-I

Course Code	Subjects	Paper	Instruction Hours	Tutorial Hours	End Sem Examination	Min Marks	Internal Assessment	Min Marks	Credits
Theory									
C11.	Management Technology	Core	50	10	80	40	20	10	4
C12.	Industrial Psychology	Core	50	10	80	40	20	10	4
C13.	Industrial & Labour Economics	Core	50	10	80	40	20	10	4
C14.	Labour Law- I	Core	50	10	80	40	20	10	4

Semester-II

Course Code	Subjects	Paper	Instruction Hours	Tutorial Hours	End Sem Examination	Min Marks	Internal Assessment	Min Marks	Credits
Theory									
C21.	Human Resource Management	Core	50	10	80	40	20	10	4
C22.	IR & TU Movement	Core	50	10	80	40	20	10	4
C23.	Environment Management	Core	50	10	80	40	20	10	4
C24.	Labour Law- II	Core	50	10	80	40	20	10	4

MIRPM Part-II

Semester-III

Course Code	Subjects	Paper	Instruction Hours	Tutorial Hours	End Sem Examination	Min Marks	Internal Assessment	Min Marks	Credits
Theory									
C31.	Global Human Resource Management	Core	50	10	80	40	20	10	4
C32.	Labor Cost & Compensation Management	Core	50	10	80	40	20	10	4
F33.	Foundation 1: Labour Law- III OR Research Methodology	Foundation 1	50	10	80	40	20	10	4
E34.	ELECTIVE 1 Organization Development &	ELECTIVE	50	10	80	40	20	10	4

	Quality Management system OR Organization behavior	1							
--	---	----------	--	--	--	--	--	--	--

Semester-IV

Course Code	Subjects	Paper	Instruction Hours	Tutorial Hours	End Sem Examination	Min Marks	Internal Assessment	Min Marks	Credits
Theory									
C41.	Strategic Human Resource Management	Core	50	10	80	40	20	10	4
C42.	Current trends in Human Resource Practices	Core	50	10	80	40	20	10	4
F43.	Foundation II: Labor Law- IV OR Public system management	Foundation 2	50	10	80	40	20	10	4
E44	ELECTIVE 2 Industrial Safety Management OR Business Ethics	ELECTIVE 2	50	10	80	40	20	10	4

The scope of the subjects and pattern of examination shall be as indicated in syllabi.

ASSESSMENT

- In order to pass the examination, an examinee shall obtain not less than 50 % marks in each of the theory papers & Internal Assessment (Sessional) separately.
- The Medium of instructions and examinations shall be in ENGLISH only.
- The final total assessment of the candidates is made in terms of an Internal assessment (Sessional) and an external assessment for each course.
- For each paper, 20 marks will be based on internal assessment and 80 marks for semester end examination (external assessment), unless otherwise stated.

- The 20 marks allotted to internal assessment of theory papers is on the basis of tutorial work, written test, seminars, presentations and attendance as determined by the teacher in respective subject and moderated by Head of the Institute/Principal.
- An unsuccessful examinee at any internal shall be eligible for re-examination on payment of fresh examination fee prescribed by the University as per the respective directions.
- The internal marks will be communicated to the University at the end of each semester, but before the end semester examinations. These marks will be considered for the declaration of the results.
- The record of internal marks, evaluation & result should be maintained for a period of two years by respective institute/college for verification by competent authority.
- The Maximum and Minimum marks which each subject carries in **MIRPM(CBCS)** Semester-I, Semester-II, Semester-III and Semester-IV Examination are as indicated in Appendix “A”.
- The old course students shall be absorbed as per the absorption scheme prepared by competent authority.
- If an examinee failed to pass the **MIRPM** Degree within Five Successive Years from the date of his/her First Admission to particular program he/she shall be declared as “**Not Fit for the Course**” (NFC) and he/she will not be allowed to appear further for any examination of the course.

STANDARD OF PASSING

Every candidate must secure 50% marks in each head of passing.

The passing marks for external examination will thus be 40 out of 80 and for internal examination 10 out of 20 and aggregate marks taking both together will be 50 marks.

(a) There shall be no classification of examinees successful at the

MIRPM Semester-I, Semester-II and Semester-III Examination whereas SGPA will be notified.

(b) Division at the **MIRPM** Semester-IV Examination shall be declared on the basis of the aggregate marks at the **MIRPM** Semester-I, Semester-II Semester-III and **MIRPM** Semester-IV Examination taken together and the CGPA will be calculated and notified.

Abbreviations and Formulae Used

G: Grade

GP: Grade Points

C: Credits

CP: Credit Points

CG: Credits X Grades (Product of credits & Grades)

SGPA = $\frac{\sum CG}{\sum C}$: Sum of Product of Credits & Grades points / $\sum C$: Sum of Credits points

SGPA: Semester Grade Point Average shall be calculated for individual semesters. (It is also designated as GPA)

CGPA: Cumulative Grade Point Average shall be calculated for the entire Programme by considering all the semesters taken together.

While calculating the CG the value of Grade Point 1 shall be consider Zero (0) in case of students who failed in the concerned course/s i.e. obtained the marks below 50.

After calculating the SGPA for an individual semester and the CGPA for entire programme, the value can be matched with the grade in the Grade Point table as per the TEN (10) Points

Grading System and expressed as a single designated GRADE such as O, A, B, etc....

Marks	Grade	Grade Points
85 and Above	O	10
84-75	A	9
74-65	B	8
64-60	C	7
59-55	D	6
54-50	E	5
49 and Below	F (Fail)	0

Successful examinees at the **MIRPM** Semester-IV Examination shall be awarded division based on CGPA as follows :

CGPA	Grade	Division
9.0-10	O	Distinction
8.5-8.9	A+	Distinction
7.5-8.4	A	Distinction
6.5-7.4	B+	First
6.0-6.4	B	First
5.5-5.9	C	Second
5.0-5.4	D	Second
00-4.9	F (Fail)	Fail

- (c) Successful examinees in the **MIRPM** Semester Examination shall be awarded Distinction in each subject in which examinees obtain 75% or more marks in that subject at the respective Examination.

- (d) Unsuccessful examinees at the above examinations can be readmitted to the same examination on payment of a fresh fee and such other fees as may be prescribed.
- (e) Provisions of Direction 44 of 2001 relating to the award of Grace Marks for Passing an examination, securing higher division / class and for securing Distinction in subject(s) shall be applicable.
- (f) Notwithstanding anything to the contrary in this Direction, no person shall be admitted to an examination under this Ordinance, if he/ she has already passed the same examination or an equivalent examination of any other University.
- (g) Examinees successful at **MIRPM** Semester-I, Semester-II , Semester-III
And **MIRPM** Semester-IV Examination shall on payment of the prescribed fees receive a Degree in the prescribed form signed by the Vice-Chancellor.
- (h) This Direction shall come into force from the academic session 2016-17.
- (i) The Provisions of Ordinance No. of 1994 governing the existing course for **MASTER OF INDUSTRIAL RELATION & PERSONNEL MANAGEMENT (MIRPM)** stand repealed physically on issuance of this Direction.