

**Syllabus for M.A Gender Studies  
(Under Choice Based Credit Based Scheme)**

**From  
Academic Session 2022**



**Centre for Women's Studies and Research  
University of Kashmir  
Srinagar, 190006**

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S. No.	<u>Important Instructions</u>
1.	The two year (4 Semester) P.G. Programme in Gender Studies is of 96 credits
2.	A candidate has to compulsorily opt for 14 credits from the core component in each semester a total of 56 credits for 4 semesters i.e. (3 * 4 = 12 , 1*2=2 )
3.	A candidate has a choice to opt for any two courses of 08 credits from Discipline Centric Elective (DCE) in each semester i.e. (2 * 4 = 8)
4.	In four semester programme, a candidate has to opt for a total of 8 credits only i.e 4 courses each of 2 credits from OE/GE category.

# Semester-II

**Course Title: Feminist Theories**

**Course Code: (GS-22201CR)**

**(Total Credits: 04)**

**Objectives:**

- *To enable to students to acquire comprehensive knowledge in various theoretical perspectives on feminism and feminist thought.*
- *To facilitate critical analysis of various stand points in feminism.*

**Unit 1: Liberal Feminism**

**(01 Credit)**

- Historical Development of Liberal Feminist Thought.
- Issues of Equal Opportunity
- Structural and Cultural Impediments
- Critique of Liberal Feminism

**Unit 2: Marxist and Socialist Feminism**

**(01 Credit)**

- Origin of Family, Private Property and State, Sexual Division of Labour
- Contemporary Marxist Feminism and Critique of Marxist Feminism
- Dual Systems Theory: Patriarchy and Capitalism, Criticism
- Towards Unified-Systems Theory: Gender Division of Labour and alienation, Criticism

**Unit 3: Radical Feminism**

**(01Credit)**

- Biological Sex and Patriarchal Gender
- Politics of Reproduction and Motherhood
- Sexual Politics & Roots of Oppression
- Critique of Radical Feminism

**Unit-4: Feminist Thoughts**

**(0 1 Credit)**

- Psychoanalytical Feminism:
- Transnational Feminism
- Post Modern Feminist Thought
- Dalit Feminis

### **Reading List:**

1. Barrett, M. (1980) "Women's Oppression Today: Problems in Marxist Feminist Analysis". London: Verso.
2. Bebel, A. (1971) "Woman Under Socialism". New York: Schocken Books.
3. Bell Hooks. (2000) "Feminist Theory: From Margin to Center". London: Pluto Press.  
Cavallaro, Dani (2003) "Feminist Theory". London: Continuum Books.
4. Boserup, E. (1970) "Women's Role in Economic Development". London: George Allen and Unwin.
5. Chaudri, M. (2003) "Feminisms in India". New Delhi: Kali for Women.
6. Cocks, J. (1984) "Wordless Emotion: Some Critical Reflections on Radical Feminism, Politics and Society".
7. De Beauvoir, Simone. (1974) "The Second Sex", trans. and ed. H. M. Parshley. New York: Vintage Books
8. Donovan, Josephine (2006) "Feminist Theory: The Intellectual Traditions". New York: Fredrick Ungar Publishing Co. Inc.
9. Ehrenreich, B. (1976) "What is Socialist Feminism?". Win, June 3, 1976, pp.4-7.
10. Eisenstein, H. (1983) "Contemporary Feminist Thought". Boston: G. K.Hall. 20. Firestone, S. (1970) "The Dialectic of Sex". New York: Bantam Books.
11. Eisentein, Z. (Ed.) (1979) "Capitalist Patriarchy and the Case for Socialist Feminism". New York: Monthly Review Press.
12. Friedan, B. (1974) "The Feminine Mystique". New York: Dell, 1974, pp. 95-116.
13. Frye, M. (1983) "The Politics of Reality: Essays in Feminist Theory". Reumansburg, N.Y: Crossing Press.
14. Jackson, Steve (1998) "Contemporary Feminist Theories". Edinburg: Edinburg University Press.
15. Jagggar Alison M. (1983) "Feminist Politics and Human Nature". Maryland: Rowman and Littlefield Publishers.
16. Jagggar, A. M. (1983) "Feminist Politics and Human Nature". Totowa, N.J: Rowman & Allanheld. 23. Vogel, L. (1983) "Marxism and the Oppression of Women: Towards a Unitary Theory" . New Brunswick, N.J: Rutgers University Press.
17. Kerber K. L. (2011) "Psycho –Feminism (Vol. I & II)". New Delhi: Global Vision Publishing House.
18. Mies, M. & Shiva, V. (1993) "Eco-Feminism". Halifax: Fernwood.
19. Mitchell, J. (1974) "Psychoanalysis and Feminism". New York: Vintage Books.
20. Tong, Rosemarie (2009) "Feminist Thought: A Comprehensive Introduction". Colorado: Westview Press.
21. Wollstonecraft M. (1796) "A Vindication of the Rights of Women: With Structure on Political and Moral Subject". London: Johnson Publications.

**Course Title: Critical Research Appraisal (Theme: Violence against Women)**

**Course Code: (GS-22202CR)**

**(Total Credits: 04)**

**Objectives:**

- Have a basic theoretical understanding of the theme.
- Learn how to write review papers
- Know how to collect data, do a pilot study (field exposure), and write the report.

**Unit I Teaching**

**(01 Credit)**

- Social psychological theories
- Feminist Interventions: Women in Armed struggle and in Peace building
- Civil Society and Media as an agency of change
- Community and Ethnicity: Communal and Ethnic Violence

**Unit II Research Paper Reviews**

**(01 Credit)**

- Review any five peer reviewed research articles based on any topic related to the theme.
- Students will be evaluated on the basis of the literature review and presentation.

*Word Limit: 1000 words*

**Unit III Field Study**

**(02 Credits)**

- Collect a few case studies / interviews related to a topic related to the theme and prepare
- A field study report; Students will be evaluated on the basis of the field study report
- Presentation.

### **Reading List :**

1. Jacqui True.(2012) *The Political Economy of Violence against Women*. (Oxford University Press: New York).
2. Claire M. Renzetti , et all (ed.) (2001). *Source Book on Violence against Women*. (Sage Publications: USA).
3. Bograd, M. (1999) “Strengthening Domestic Violence Theories: Intersections of Race, Class, Sexual Orientation and Gender” *Journal of Marital and Family Therapy*, Vol. 23/3, pp. 275-289.
4. Dobash & Dobash (1998) *Rethinking Violence Against Women* (Sage Publications: UK).
5. Mikki Van Zyl. "Invitation to Debate: Towards an Explanation of Violence against Women." *Agenda: Empowering Women for Gender Equity*, no. 11 (1991): 66-77.
6. Fine, Michelle. “The Politics of Research and Activism: Violence against Women.” *Gender and Society*, Vol. 3, No. 4, 1989, pp. 549–558.
7. Krishnaraj, Maithreyi. (2007) “Understanding Violence against Women.” *Economic and Political Weekly*, Vol. 42, no. 44, Pp. 90–91.
8. Lewis, Laurie.(2005) “Violence against Women.” *The American Journal of Nursing*, Vol. 105, No. 9, pp. 72CCC–72DDD.
9. Vasuki Nesiiah.(2009) “Introduction.” in *Proceedings of the Annual Meeting* (American Society of International Law), Vol. 103, Pp. 67–67.
10. Mala Khullar (ed.) (2005) *Writing the Women's Movement: A Reader* (Zubaan: Delhi)
11. Mary E. John( 2008) *Women's Studies in India: A Reader* (Penguin: India)
12. Moser and Fiona C. Clark (eds.), (2001) *Victims, Perpetrators or Actors? Gender, Armed Conflict and Political Violence* (Zed Books: London)

**Course Title: Research Methodology**

**Course Code: (GS-22203CR)**

**(Total Credits: 04)**

**Objectives:**

- *To examine how knowledge is constructed and deployed and how interdisciplinary feminist perspectives inform research methods.*
- *To examine how feminist analysis redefines traditional categories and disciplinary concepts through its attention to gender and other social categories.*
- *To explore practical guideline for feminist intervention in conducting research for social change and policy revision.*

**Unit I Basics of Social Research**

**(01 Credit)**

- Meaning, Pure and Applied Research, Ethics in Research
- Scientific Method: Definition, Objectives, Application to Social Sciences, Issues of Subjectivity-Objectivity
- Conceptual Foundations: Concepts and Constructs, Fact and Theory; Hypothesis: Features, Types, Induction & Deduction

**Unit II Research Design**

**(01 Credit)**

- Definition & Types (Exploratory, Descriptive, Experimental, Explanatory)
- Issues in Experimental Research Design
- Sampling: Probability & Non-Probability, their types

**Unit-III Sources of Data and Techniques of Data collection**

**1 Credit (01 Credit)**

- Primary and secondary Techniques of Data collection observation - participant and non-participant
- Structured and unstructured Questionnaire, schedule
- Using survey research as a quantitative method for feminist social change
- Levels of Measurement and scaling techniques- types of scales (Nominal, Ordinal, Interval and Ratio)–. Reliability and validity of scales.

**Unit –IV Doing Feminist Research**

**(01Credit)**

- Feminist critique of Positivist Research, Feminist Empiricism,
- Feminist Interdisciplinary approaches to knowledge building. Core feminist Insight and Strategies on Authority, Representation, Truths, Reflexivity and ethics
- Teaching of Feminist Methodology: sexual dichotomy methods, content analysis, feminist Ethnography, focus group discussion, case studies, and oral testimony
- Emerging Methodology: Mixed Methods Approach; Triangulation: Merits and Types; Action Research;



### **Reading List:**

1. Babbie Earl (2008), *The Basics of Social Research*, Printed at Thomson Higher Education, USA
2. Babbie Earl. (1979). "The practice for social Research". Himalaya publishing house, Bombay
3. Biber Sharlene N.H and Leavy Patricia (2011), *The Practice of Qualitative Research*, Second Edition, Sage Publication, Los Angeles
4. Blalkie, N. (2010) *Designing Social Research*. 2nd edn, Polity Press, Cambridge. Introduction & Chapter 1 -7.
5. Burton Dawn (2000), *Research Training for Social Scientists*, Sage Publications, New Delhi
6. Cargan Leonard. (2008), *Doing Social Research*, Rawat Publications, New Delhi.
7. Caroline Ramazanoglu and J.Holland. (2003). "Feminist Methodology, Challenges and choices". Sage publications, New Delhi.
8. Davis, Martin Brett.(2007). "Doing a Successful Research Project: Using Qualitative or Quantitative Methods". Palgrave, Hampshire.
9. Eichler M. (1991). "Non-Sexist Research Methods: A Practical Guideline". Routledge Chapman & Hall.
10. Elliott, Alan C. & Woodward Wayne A(2007) *Statistical Analysis-Quick Reference Guidebook*, Sage Publications, New Delhi.
11. Gomm Roger (2008) *Social Research Methodology: A Critical Introduction*, Palgrave Macmillian, New York.
12. Goode, William J. & Hatt, Paul K. "Methods in Social Research". McGraw Hill Book Company, USA, Latest edition.
13. Helen Roberts (ed). (1984). "Doing Feminist Research". Rutledge and Kegan Paul, London.
14. Jackson L. Sherri, (2009), *Research Methods and Statistics*, Rawat Publications, New Delhi.
15. Kothari, C.R. (1995). "Research Methodology: Methods and Techniques". Willey Eastern LTD, New Delhi.
16. Krishnaraj, Maithreyi (ed). (1985). "Evolving New Methodologies in Research on Women's Studies". SNTD Women's University, Bombay.
17. Osborne W. Jason, (2008), *Best Practices in Quantitative Methods*, Sage Publications, London.
18. Sandra Harding. (1987). "Feminism and Methodology". Indian University press, India.
19. Seale, Clive, Gobo Giampietro, Gubrium F. Jaber and Silverman, David, (2007), "Qualitative Research Practice", Sage Publications, Los Angeles

**Course Title: Gendering History of India**

**Course Code: (GS-22204CR)**

**(Total Credits: 02)**

**Objectives**

• *To acquaint students with the major development of the history from gender perspective from ancient India to Modern India.*

**Unit 1: Gender Historiography**

**(01 Credit)**

- Recovering Women's Histories: Limits of Historical Knowledge
- Gender as a Historical Category
- Methodology of Feminist History

**Unit 2: Women in the Colonial Period in India**

**(01 Credit)**

- Rewriting History: Colonial and Nationalist Writing
- British Legislations on Women's issues.
- Freedom Struggle and Women

### **Reading List:**

1. Ali, Azra Asghar, "The Emergence of Feminism among Indian Muslim Women: 1920-1947", Oxford University Press, 2000
2. Angol, Padma, "The Emergence of Feminism in India, 1850-1920", Ashgate, USA, 2005
3. Basu, Aparna, "The Growth of Education and Political Development in India: 1898-1920"
4. Billington, Mary Francis, (1894), "Women in India, (National Archive of India) Mayo", Katherine, Mother India (NAI)
5. Chandra, Sudhir, (2009), "Enslaved Daughters: Colonialism, Law and Women's Rights", Oxford University Press
6. Diwan, Paras & Piyush, "Muslim Law on Maintenance in India, Deep and Deep" Publication, New Delhi
7. Forbes, Geraldine, (2005), "Women in Colonial India: Essays on Politics, Medicine, and Historiography", Chronicle Books an Imprint of DC Publishers
8. Ghosh, Indira, (1998), "Women Travelers in India: The Power of Female Gaze", Oxford University Press, Delhi.
9. Gupta, Charu ed., (2012) "Gendering Colonial India: Reforms, Print, Caste and Communalism" Orient Blackswan
10. Heimsath, Charls H. (1964) "Indian Nationalism & Hindu Social Reform, 1964", Oxford University Press, Bombay
11. Jain, Jasbir ed., (2014), "Women's Writing: Text & Context", Rawat Publication 11
12. Krishnamurty, J.K ed. (1989), "Women in Colonial India: Essays on Survival, Work and the State", Oxford University Press, Delhi
13. Nair, Janki, (1996), "Women and Law in Colonial India", National School of Indian University, Bangalore
14. Natrajan S. (1962) "A Century of Muslim Social Reform in India", Ashia Publishing House, Bombay
15. Sangari, Kumkum, and Sudesh Vaid, (1999), "Recasting Women: Essays in Colonial History", Zubaan
16. Sarkar, Tankia and Sumit Sarkar ed., (2007), "Women and Social Reform in Modern India (Vol. 1 and Vol. 2)" Permanent Black
17. Sen, Indrani, (2002) "Women and Empire", Orient and Longman Private Limited, New Delhi
18. Sen, Indrani, (2008), "Women and Empire: Representations in the Writings of British India (1858-1900)", Orient Blackswan
19. Sreenivas, (2009), "Wives, Widows & Concubines: The Conjugal Family Ideal in Colonial India", Orient Blacks

**Course Title: Gender and Health**

**Course Code: (GS-22205DCE)**

**(Total Credits: 04)**

## **Objective**

*This course will introduce students to gender as a theoretical concept and a category of analysis in Public health — that is, the way gender has contributed to differentially structuring women and men's experiences of health. The course aims to answer such questions as*

- *How has gender influenced the construction of Public health in diverse societies?*
- *How do our social frameworks and structures, such as gender, affect people's experiences and expectations of health?*

### **Unit I Conceptualizing Health**

**(01 Credit)**

- Definition: Health, Public Health and Women's Health
- Health as a human right of women Status of women's health in India

### **Unit II Critical Issues in Women's Health**

**(01 Credit)**

- Sexual and Reproductive health (including HIV and STD's)
- Mental health
- Occupational health
- Environmental health
- Family planning
- Impact of violence on women's health

### **Unit III Health Care Policies and Services**

**(01 Credit)**

- Women's access to health care services
- National Health Policy of India
- National Population Policy
- Reproductive and Child Health Programme

### **Unit IV: International Perspectives on Health**

**(01 Credit)**

- Health as a Critical Area of concern in the Beijing Platform for Action
- Women's health at ICPD, Cairo
- WHO and gender mainstreaming of health
- MDG's and SDGs and women's health.

**Readings List:**

- Gopalan, C., The Role of Women in a New Health Order, CWDS, New Delhi, 1990.
- Misra, Rajiv Chatterjee, Rachel; Rao, Sujata, India Health Report, Oxford, New Delhi, 2003.
- Sahu, Skylab, Gender, Sexuality and HIV/AIDS, Sage Publication, New Delhi, 2015
- Turshen, Meredith, Women's Health Movements: a Global Force for Change, Palgrave, Hampshire, 2007.
- WHO, Women and Occupational Health Risks, 1983.
- WHO, Women in Health and Development in South East Asia, 1985
- Department of Gender and Women's Health, Engendering the Millennium Development Goals on Women's Health, WHO, 2003.

**Course Title: Social Status of Women in India**

**Course Code: (GS-22206DCE)**

**(Total Credits: 04)**

**Objectives:**

- *To create an intercultural understanding of various social factors which shape the identity of women*
- *To familiarize students with the specific cultural contexts of women in India*
- *To explore the socio-economic status of women in India in historical and contemporary perspective*

**Unit 1: Social Status**

**(01 Credit)**

- Gender and Family System in India
- Issues of Child Marriage, Declining Sex Ratio
- Women caste and class

**Unit 2: Violence against Women in India**

**(01 Credit)**

- Domestic Violence: Interventions to tackle Domestic Violence in India
- Dowry Deaths (Initiatives in India)
- Rape and its Consequences
- Cyber Crimes and women

**Unit 3: Women and Institutional Mechanism**

**(01 Credit)**

- Status Reports; Committee on Status of Women in India, CSWI, 1971 (Towards Equality report 1974) Shramshakti, High Level Committee on Status of Women in India 2013 and the HLC Report 2015
- Institutional Mechanisms; NCW, Parliamentary Committee on Women India , SCW, RCW, etc.
- Policies for women and girls in Jammu and Kashmir

**Unit 4: Contemporary Issues**

**(01 Credit)**

- Workforce participation of women/invisibility
- Care economy
- Women and digital technology
- Women and decision making

## Reading List

1. Alka Saxena, (2011) "Role of Women in Reservation Politics", Altar Publishing
2. Aparna Basu and Bharti Ray, (1990) "Women's Struggle: A History of All India Women's Conference 1927- 1990", Manohar publications, New Delhi
3. Arjun. Y. Pangannavar, (2012) "Self Help Groups and Women Empowerment in India", New Century Publications
4. Azad Kumar Singh, (2014) "Honour Killing: A Global Perspective", Saad Publications.
5. Bonnie G Smith, (2013) "Women's Studies: The Basics", Routledge.
5. Clarinda Still, (2014) "Dalit Women: Honour and Patriarchy in South India", Social Science Press.
6. Dr. Anuja Mahapatra and Prof. Sukhadeb Naik, (2013) "Crime against Girls and Women: Global Perspective and Challenges", New Delhi, Enkay Publishing House.
7. G. Madhavi, (2011) "Women's Welfare Programmes: A Sociological Study of Andhra Pradesh", Rawat Publications
8. James Massey, (2003) "Minorities and Religious Freedom in a Democracy", Manohar publications, New Delhi
9. Kamal K Misra and Janet Huber Lowry (eds.), (2010) "Recent Studies on Indian Women", Rawat Publications, New Delhi

**Course Title: Women, Science and Technology**

**Course code: (GS-22207DCE)**

**(Total Credits: 04)**

**Objectives:**

- *It aims to understand the historical and contemporary interrelationships among women, gender, science, and technology*

**Unit I Women and Science**

**(01 Credit)**

- Women's Capacity of Science.
- Feminist Critique of Science.
- Women in Science: Women's Career in Science, Scientific research, Characteristic and problems
- Pipeline theory

**Unit II Women's Contribution to Science**

**(01 Credit)**

- Medicine
- Archaeology
- Biology
- Physics
- Chemistry
- Mathematics

**Unit III Women and Technology**

**(01 Credit)**

- A Historical perspective, - Women as Inventory - Household Technologies, - New Reproductive Technologies, - Technology as Masculine Culture and Impact of Technological Change on Women

**Unit IV Women and Information Communication Technology**

**(01 Credit)**

- The Digital Divide: Definition Cause and Consequences
- Empowerment of women through ICT
- ICT's & Women: Emerging issues.
- Implementation and mechanism for monitoring



## Reading List

1. Cooper, Joel, Weaver, Kimberlee D., *Gender and Computers; Understanding the Digital Divide*, Taylor and Francis, 2003.
2. Fox, Mary Frank, Johnson, Deborah G. and Rosser, Sue V, (eds.), *Women, Gender and Technology*, University of Illinois, 2006.
3. Lederman, Muriel and Bartsch, Ingrid, (eds.), **The Gender and Science Reader**, Routledge, London, 2001
4. Grint, Keith and Gill, Rosalind (eds.), *The Gender-Technology Relation: Contemporary Theory and Research*. Harding, Sandra, *The Science Question in Feminism*, Cornell Univ., New York, 1986.
5. Kass-Simon, G., and Farnes, Patricia, *Women of Science: Righting the Record*, Indiana Univ., 1993. Lederman, Muriel and Bartsch, Ingrid, (eds.), *The Gender and Science Reader*, Routledge, London, 2001.
6. Melhem, Samia, Morell, Claudine, Tandon, Nidhi, *Information and Communication Technologies for Women's Socio-Economic Empowerment*, World Bank Working Paper No. 176, World Bank, 2009.
7. Ng, Cecilia and Mitter, Swasti, (eds.) *Gender and the Digital Economy: Perspective from the Developing World*, Sage, New Delhi, 2005.
8. Rosser, Sue V. (ed.) *Women, Science and Myth*, ABC-CLIO Inc, California, 2008.
9. Suriya, M. and Balakrishnan, *Gender Perspectives in Competing: An anthology*, Kalpaz Publications, Delhi, 2012.
10. Sonnert, Gerhard and Holton, Gerald, **Who Succeeds in Science? The Gender Dimension**, Rutgers, New Jersey, 1995.
11. Steinber, Deborah Lynn, **Feminist Approaches to Science, Medicine and Technology in Gill, Kirkup et al, (eds.) The Gendered Cyborg: A Reader**, Routledge, London, 2000.
12. Rosser, Sue V. (ed.) **Women, Science and Myth**, ABC-CLIO Inc, California, 2008.
13. Ng, Cecilia and Mitter, Swasti, (eds.) **Gender and the Digital Economy: Perspective from the Developing World**, Sage, New Delhi, 2005.
14. Melhem, Samia, Morell, Claudine, Tandon, Nidhi, **Information and Communication Technologies for Women's Socio-Economic Empowerment**, World Bank Working Paper No. 176, World Bank, 2009.
15. Harding, Sandra, **The Science Question in Feminism**, Cornell Univ., New York, 1986.
16. Kass-Simon, G., and Farnes, Patricia, **Women of Science: Righting the Record**, Indiana Univ., 1993.
17. Grint, Keith and Gill, Rosalind (eds.), **The Gender-Technology Relation: Contemporary Theory and Research**.

**Course Title: Gender and Society in Kashmir: Contemporary Debates**

**Course Code: (GS-22001GE)**

**(Total Credits: 02)**

**Objectives:**

- *To develop an understanding of and conceptualizing women's question within the context of Jammu and Kashmir*
- *To expose students to the current issues women of Kashmir face while dealing with decades old conflict.*

**Unit 1: Historical Context**

**(01 Credit)**

- Portrayal of Women in Kalhana's Rajtarangni
- Prominent Women Rulers in Kashmir; Profiling Queens, Dida and Kota
- Life and Times Lal Ded and Habba Khatoon

**Unit 2: Contemporary Debates**

**(01 Credit)**

- Domestic Violence
- Unpaid Work and Care Economy
- Mental Health

### **Reading List**

1. Butalia, Urvashi (ed.), (2001) "Speaking Peace; Women's Voices from Kashmir", Kali for Women, New Delhi 2001
2. Kazi, Seema, (2010) "Between Democracy and Nation, Gender, Militarization and the Modern Nation State", Rooklyn, NY: South End Press
3. Khan, Nyla Ali, (2010) "Islam, Women and Violence in Kashmir; Between India and Pakistan", Palgrave Macmillan US
4. Rajtarangni Bazaz Prem Nath, (1959) "Daughters of Vitasta; A history of Kashmiri Women from early times to the present day", Pamposh Publications

**Course Title: Women and Human Resource Management**

**Course Code: (GS-22002OE)**

**(Total Credits: 02)**

**Objectives:**

- *To understand the concept of human resource management from gender perspective.*
- *To explore how human resource management can work equally to the benefit of men and women.*
- *To understand the role of women managers and the barriers they are encountering.*

**Unit 1: Human Resource Management**

**(01 Credit)**

Definition – Objectives – Functions – Scope-Importance – HRM in India – Evolution of HRM – Quality of a Good Human Resource Managers – Human Resource Planning – Job Analysis, Job Description and Job Specification. Gender Just Recruitment and Selection – Sources of Recruitment – Selection Process – Test Types – Interview Types- Career Planning – Vs Man Power Planning and Succession Planning – Career Planning – Process- Career Development – Placement and Induction.

**Unit 2: Communication Skills for Women Managers**

**(01 Credit)**

Motivation; Theories of Motivation

Leadership: Leadership Behaviour, qualities of a good leader, Types of leaders

Workers Participation in Management, Performance Appraisal

### **Reading List**

1. Aima –Vikas Management Series. (1986). “Performance Appraisal, Theory and Practice”. New Delhi.
2. Anderson & others. “Thesis Writing”.
3. C.S. Venkata Rathnam & B.K. SrivastavaTmpl. “Personnel Management & Human Resources”.
4. Dr.C.B.Gupta. “Human Resource Management”. Sultan and Sons.
5. Dr.C.B. Memoria, Dr. Satish Memorial & S.V. Gankar. “Dynamics of Industrial Relations”. Himalaya Publishing House.
6. Jane Whney Gibson. “Oral Communication: Arrangement Perspective”.