

PAPER CODE: 606: INDUSTRIAL RELATIONS

Learning Objectives:

- The course helps the student understand and apply the concept of industrial relations and the system in which it operates.

UNIT-I: INTRODUCTION TO INDUSTRIAL RELATIONS:

Industrial Relations–Basic Concept and Philosophy of Industrial Relations– Evolution and Growth of Industrial Relation in India–Factor Influencing Industrial Relation

UNIT II: INDUSTRIAL CONFLICTS:

Nature of Industrial Conflicts – Types and Causes of Industrial Disputes– Impact of Industrial Disputes- Machinery for the Prevention and Settlement of Industrial Disputes.

UNIT-III: TRADE UNIONS:

Definitions. Characteristics of Trade Unions. Types of Trade Unions, Reason for Employees Joining Trade Unions, Trade Union Movement in India Problems of Indian Trade Unions. Trade Union Federations in India.

UNIT-IV: COLLECTIVE BARGAINING:

Concept. Essential Pre requisites for Collective Bargaining. Levels of Collective Bargaining Plant Level, Industry Level and National Level. The Collective Bargaining Process Advantages and Disadvantages of Collective Bargaining.

UNIT-V: STANDING ORDERS AND GRIEVANCE PROCEDURE:

Standing Orders- Objectives, Evaluation of Standing Orders, Grievances- Concept, Causes of Grievances, Procedure of Settlement.

REFERENCE BOOKS:

1. T. N. Chabra, R.K. Suri, “ Industrial Relations- Concepts and Issues”, 2000, Dhanpat Rai & Co. Private Ltd.,
2. CB Mamoria, Satish Mamoria and S V Gankar, “ Dynamics of Industrial Relations”, Himalaya Publishing House, 2008
3. S C Srivatsava, “Industrial Relations and Labour Laws”, 2008, Vikas Publishing House
4. C S Venkatratnam, “ Industrial Relations”, 2009, OUP

Learning Outcomes

- Upon completion of the course, the student would:
- Be aware of the present state of Industrial relations in India.
- Be acquainted with the concepts, principles and issues connected with trade unions, collective bargaining, workers participation, grievance redressal, and employee discipline and dispute resolution.
- Understand the various processes and procedures of handling Employee Relations.