

HUMAN RESOURCES MANAGEMENT INDUSTRIAL RELATIONS AND LEGISLATIONS

Subject Code	: 14MBA HR301	IA Marks	: 50
No. of Lecture Hours / Week	: 04	Exam Hours	: 03
Total Number of Lecture Hours	: 56	Exam Marks	: 100
Practical Component	: 01 Hour / Week		

Objectives :

- To enable students to grasp and apply the principles of IR and develop an awareness of the significance of industrial peace.
- To provide a conceptual basis of Industrial Relations.
- To give an understanding of the components and meaning of sustaining Industrial peace anchored on harmonious Employee-Management relations.

PART A: INDUSTRIAL RELATIONS (40 hours)

Module I

(8 hours)

Introduction:

Background of Industrial Relations – Definition, scope, objectives, factors affecting IR, participants of IR, importance of IR. Approaches to Industrial relations, system of IR in India – Historical perspective & post independence period, Code of Discipline and historical initiatives for harmonious IR, Government policies relating to labor, ILO and its influence on Legal enactments in India.

Module II

(8 Hours)

Collective Bargaining & Negotiation:

Collective Bargaining: Definition, Meaning, Nature, essential conditions for the success of collective bargaining, functions of collective bargaining, importance of Collective Bargaining, collective bargaining process, prerequisites for collective bargaining, implementation and administration of agreements.

Negotiations-Types of Negotiations-Problem solving attitude, Techniques of negotiation, negotiation process, essential skills for negotiation, Workers Participation in Management

Module III

(8 Hours)

Trade Unions: Meaning, trade union movement in India, Objective, role and functions of the Trade Unions in Modern Industrial Society of India, Procedure for registration of Trade Unions, Grounds for the withdrawal and cancellation of registration, union structure, Rights and responsibilities of TUs, Problems of trade unions, Employee relations in IT sector

Module IV

(8 Hours)

Grievance procedure and Discipline management:

Grievance - Meaning and forms, sources of grievance, approaches to grievance machinery, Grievance procedures, model grievance procedure.

Discipline - Causes of Indiscipline - Maintenance of discipline. Principles of Natural Justice, Judicial approach to discipline, Domestic enquiries, Disciplinary procedures, approaches to manage discipline in Industry, Principles of Hot stove rule.

Module V

(8 Hours)

Industrial Conflicts:

Industrial conflict – perspectives, Nature of conflicts and its manifestations causes and types of Industrial conflicts, prevention of Industrial conflicts, industrial disputes act of 1947, settlement Machinery of Industrial disputes. Paradigm shift from industrial relations to employee relations – shift in focus, difference, employee relations management at work, culture and employee relations, future of employee relations.

RECOMMENDED BOOKS:

- Employee Relations Management, P N Singh, Singh P. N., - Pearson Publications, 2011.
- Dynamics of Industrial Relations, Mamoria & Mamoria, Himalaya Publications, 2012, ISBN: 9789350514306
- Human Resource Management Principles & Practice, Aquinas, Vikas Publication.
- Personnel Management & Industrial Relations, Nair N G, Nair L, S. Chand Limited, 2001, ISBN: 8121918081, 9788121918084
- Essentials of Human Resource Management and Industrial Relations, Subba Rao, 3rd Revised edition, Himalaya Publishing House, 2010, ISBN: 8184886225, 9788184886221

REFERENCE BOOKS:

- The Law of Industrial Disputes, O.P Malhotra, Lexis Nexis India; Sixth edition (2004), ISBN: 978-8180380495
- A Guide to Settlement of Industrial Disputes, Arya, V.P, Oxford and IBH Pub. Co.

- Gherao and Industrial Relations, Aggarwal, Dr. Arjun P. and Larki, H., Trade Unionism in the New Society.
- Modern Labour Laws and Industrial Relations, Srikanta Mishra, Deep and Deep Publications, 1992, ISBN: 8171004350, 9788171004355

PART B: INDUSTRIAL LEGISLATIONS (16 hours)

Module VI

(8 Hours)

Only basic objectives and major provisions of the following legislations

- Factories Act 1948,
- Industrial Employment (Standing orders) Act, 1946
- Employees' State Insurance (ESI) Act, 1948,
- Maternity Benefit Act, 1961
- Contract Labour Act,
- Shops and Establishments Act
- Child Labour (Prohibition & Regulation) Act, 1986

Module VII

(8 Hours)

- Minimum Wages Act, 1948
- Payment of Wages Act, 1936
- Payment of Gratuity Act 1972,
- Employees' Provident Fund and Miscellaneous Provisions Act 1952;
- Payment of Bonus Act, 1965.
- Employees Compensation Act in 2013

RECOMMENDED BOOKS:

- Labor Laws for Managers, BD Singh, Excel Books, 2009, ISBN: 9350621436, 9789350621431
- Industrial Relations and Labor laws, SC Srivatava, 5th Edition, Vikas Publications
- Elements of Mercantile Law - N. D Kapoor, Sultan Chand, 2004, ISBN13: 9788180549748
- Labor Industrial Laws, Dr. V. G. Goswami, Eighth Edition, Central Law Agency, Allahabad

REFERENCE BOOKS:

- Industrial Relations, Trade Unions & Labour Legislation, P R N Sinha et al, Pearson Education, 2004, ISBN: 9788177588132
- Bare Acts
- Industrial Relations and labor laws, Arun Monappa, Ranjeet Nambudiri, Patturaju Selvaraj, TMH, 1997, ISBN: 1259051102, 9781259051104

- Industrial relations, trade unions and labor legislations, P R N Sinha, Indu Bala Sinha, Seema Priyadarshini Shekar, Pearson Education, 2013, ISBN: 9788131731642

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