

COURSE OUTCOMES:

1. Understand the concepts of learning and development and its role .
2. Learn various contemporary methods of learning and development.
3. Gain insights of various training evaluation methods and career planning.
4. Develop students with career management systems.

RECOMMENDED BOOKS:

- Effective Training, P Nick and Blanchard, 2nd Edition, Pearson Education/PHI, 2005.
- Training & Development, Dr. B. Janakiraman, Biztantra/Wiley Dreamtech, 2005.
- Employee Training & Development, Noe A Raymond, 2nd edition, McGraw Hill Publication, 2011, ISBN: 0072436611, 9780072436617.
- Management Training and Development, Gupta B.L, 1st Edition, Vrinda Publications, 2011.
- Training and Development Methods, Dr. Rishipal, 1st Edition, S. Chand, 2011.
- Personal Growth and Training & Development, Ruchi Srivastava, 1st Edition, Vrinda Publications, 2011.

REFERENCE BOOKS:

- Training for development– Rolf Lynton & Udai Pareek, Sage Publications, 2011.
- Effective HR Training Development Strategy – Ratan Reddy, HPH, 2005.
- Training in organizations - Goldstein, 4th Edition, Cengage learning.

CO-PO MAPPING

CO	PO				
	PO1	PO2	PO3	PO4	PO5
CO1	X				
CO2				X	X
CO3					X
CO4			X	X	

INDUSTRIAL RELATIONS AND LEGISLATIONS

Semester	III	CIE Marks	: 40
Course Code	18MBAHR305	SEE Marks	: 60
Teaching Hours / week (L:T:P)	3-0-2	Exam Hours	: 03
Credits : 04			

Course Objectives:

1. To enable students to understand and apply the principles of IR and develop an awareness of the significance of industrial peace.
2. To provide a conceptual basis of Industrial Relations.
3. To give an understanding of the components and meaning of sustaining Industrial peace anchored on harmonious Employee-Management relations.
4. To discuss the various Industrial acts.

PART A: INDUSTRIAL RELATIONS

Unit 1:

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.

Unit 2:

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.

Unit 3:

Trade Union: 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.

Unit 4:

Grievance procedure and Discipline management: Grievance - Meaning and forms, sources of grievance, approaches to grievance machinery, Grievance procedures, model grievance procedure. Disciplinary procedures, approaches to manage discipline in Industry, Principles of Hot stove rule.

PRACTICAL COMPONENT:

- Identify different sectors of industries like manufacturing, service, hospitality, health, etc and find out how grievances are redressed and disciplinary procedures are practiced.
- Solve case study of Maruthi Manesar Plant GM (HR) burned to death, 91 workers arrested; Government says business confidence intact. July 19th 2012 incident.
- Students must prepare a comprehensive report of various collective bargaining and negotiations of industries in around the city/local/state/nation/global
- Student must have a debate: trade union is a boon or bane/ trade union issues and challenges/ metamorphosis of trade union

RECOMMENDED BOOKS:

- Employee Relations Management, P N Singh, Singh P. N., - Pearson Publications, 2011.
- Dynamics of Industrial Relations, Mamoria & Mamoria, Himalaya Publications, 2012.
- Human Resource Management Principles & Practice, Aquinas, Vikas Publication.

REFERENCE BOOKS:

- Industrial Relations, Trade Unions & Labour Legislation, P R N Sinha et al, Pearson Education, 2004.
- Industrial Relations and labor laws, Arun Monappa, Ranjeet Nambudiri, Patturaju Selvaraj, TMH, 1997.
- Industrial relations, trade unions and labor legislations, P R N Sinha, InduBala Sinha, Seema Priyadarshini Shekar, Pearson Education, 2013, ISBN: 9788131731642.

PART B:

Unit 5:

INDUSTRIAL LEGISLATIONS

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.

Industrial Disputes Act of 1947.

Unit 6:

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.

PRACTICAL COMPONENT:

- Students to calculate the bonus amount, gratuity amount, employee compensation eligible to an employee working as a HR Executive for the past 10 years in an automobile manufacturing organization.
- Students must compare Factories Act with Karnataka, Kerala, Tamil Nadu, Maharastra etc or any other Sate.
- Students to prepare synopsis of legal cases pending before different courts: subject matter of disputes, case number, court where pending, misconduct, status, claim, department handling, hearing dates etc.

COURSE OUTCOMES:

The students should be able to:

1. Gain the insights of IR concepts and practices to design programs for better industrial relations and peace.
2. Develop the knowledge related to employee-management relations and demonstrate it in solving human resource issues.
3. Enhance necessary critical thinking skills in order to evaluate different labour laws for harmonious employee – management relations.
4. Implementation of various industrial acts to an industry working.

RECOMMENDED BOOKS:

- Labor Laws for Managers, BD Singh, Excel Books, 2009
- Industrial Relations and Labor laws, SC Srivatava, 5th Edition, Vikas Publications.
- Elements of Mercantile Law - N. D Kapoor, Sultan Chand, 2004.

REFERENCE BOOKS:

- Industrial Relations, Trade Unions & Labour Legislation, P R N Sinha et al, Pearson Education, 2004.
- Industrial Relations and labor laws, ArunMonappa, Ranjeet Nambudiri, Patturaju Selvaraj, TMH, 1997.
- Fundamentals of Industrial Relations, Shyam Boregowda Ramu, N K Ramachandra Gowda, Y T Krishne Gowda, New Age International Publications, edition 2018, 2019.

CO-PO MAPPING

CO	PO				
	PO1	PO2	PO3	PO4	PO5
CO1	X				
CO2		X		X	
CO3	X		X		
CO4					X

CONFLICT & NEGOTIATION MANAGEMENT

Semester	III	CIE Marks	: 40
Course Code	18MBAHR306	SEE Marks	: 60
Teaching Hours / week (L:T:P)	3-0-2	Exam Hours	: 03
Credits : 04			

Course Objectives:

1. To understand the nature of various dimensions of conflict.
2. To learn various strategies and techniques to manage conflicts.
3. To understand the importance and role of negotiation in conflict resolution.
4. To understand the importance of cross-cultural and gender dimensions of negotiation.

Unit 1:

Introduction: Understanding conflict, components, perspectives of conflict, types of conflict, models of conflict – Process and Structural Models, functional & dysfunctional conflict, relationship between conflict and performance in team, levels of conflict – intrapersonal, interpersonal, group & organizational conflicts, sources of conflict - intrapersonal, interpersonal, group & organizational sources.

Unit 2:

Conflict Management Design: Nature of conflict Management, contingency approach, conflict management process, the conflict domain, conflict trends, conflict distribution, conflict mapping and tracking.

Unit3:

Managing Conflict: Managing interpersonal conflict: Thomas conflict resolution approach, behavioral style and conflict handling, the Cosier Schank model of conflict resolution, collaboration & conflict resolution, dealing with difficult subordinates, boss & colleagues, 1 to 1 dispute resolution.

Managing team & organization conflict: techniques to resolve team conflict, strategies to resolve organizational conflict, effective listening and dialogue skills, humor and conflict resolution, negotiation as a tool for conflict resolution.

Unit4:

Conflict resolution and Cost: Conflict resolution models, framework model, classical ideas, new developments in conflict resolution.