

ELECTIVE IV: H.R.M AND INDUSTRIAL RELATIONS

CHAPTER:

1. Performance Appraisal and Job Evaluation-Performance Appraisal, Appraisal Process, Past Oriented Methods, Future-Oriented Appraisals-Organisational Strategy and Performance Appraisals. Job Evaluation, Definition, Objectives, Principles-Methods and Limitations.
2. Industrial Relations-Meaning and Scope-Industrial peace and Harmony-Industrial Conflicts-Strikes and Lockouts, Causes and Consequences.
3. Trade Unionism in India-Functions and Role of Trade Unions-Types of Trade Unions -Union Problems-Recognition, Inter and Intra-Union rivalry-Multiplicity of Unions.
4. Settlement of Industrial Disputes-Conciliation, Arbitration and Adjudication. Preventive Measures-Works Committees-Code of Discipline-ILO-Indian Labour Conference and Industrial Committees Wage Boards.
5. Collective Bargaining-Process-Prerequisites-Program in India-Constraints.
6. Workers Participation in Management-Introduction, Concept-Determinants, Workers Participation In Management in India.
7. Principles and Objectives of Labour Legislation.
8. Employee benefits and Services-Health, Safety and Welfare Measures-Other Fringe Benefits-Social Security-Human Engineering.

BOOKS FOR STUDY AND REFERENCE:

1. ARUN MONAPPA-INDUSTRIAL RELATIONS.
2. T.N.BHAGOLIWALA-ECONOMICS OF LABOUR AND INDUSTRIAL RELATIONS.
3. C.B.MEMORIA-PERSONNEL MANAGEMENT.
4. HUMAN RESOURCE AND PERSONNEL MANAGEMENT-K.ASWATHAPPA
5. DALE YODER-A HAND BOOK OF PERSONNEL AND INDUSTRIAL RELATIONS.
6. DENNIS.A.G-ORGANISATIONAL DEVELOPMENTS-ITS NATURE, ORIGIN AND PROCESS.