

IV SEMESTER-(SPECIALISATION-III)-(HRM)
Paper SWS 560 INDUSTRIAL RELATIONS AND TRADE UNION

PROGRAMME OUTCOME

Course specific Objectives:

- To understand the concept, approaches and factors of industrial relations
- To develop the knowledge on various statutory / legal aspects
- To understand the concept of Trade Union
- To acquire interpersonal relationship and negotiation skills

Course Content:

Unit - I

Industrial relations- concept, meaning, objectives and Need; growth and development of industrial relations in India; discipline and disciplinary actions- meaning, principles, acts of misconduct, hot stove rule, types of punishments and enquiry procedures.

Unit-II

Grievance and Grievance handling procedure: Meaning, Definition, Features and Causes of Grievance and redressal procedure; Understanding Employee Grievance, Need and Essential of a sound grievance procedure, Benefit of Grievance Procedure; Grievance management in Indian Industry.

Unit III

Industrial Dispute – Meaning, Causes, and forms of dispute; Industrial Disputes Act, 1947.
Discipline – Definition-causes for indiscipline and misconducts ; Hot Stove Rule and Principles of Natural Justice, Code of Discipline in Industry , Procedure for Disciplinary Action, domestic enquiry; The Industrial Employment Standing orders Act, 1946.

Unit-IV

Trade union: Trade union- meaning, objectives, functions and structure, development of trade union in India. Major Trade Unions in India-Social responsibilities of TUs - Need for one union for one industry - The Trade Unions Act, 1926.

Unit -V

Collective bargaining – Definition and Meaning, Characteristics, Advantages and process of collective bargaining, Conditions essential for successful collective bargaining; Collective Bargaining in India-difficulties encountered in India.

Workers' Participation in Management in India- meaning, definition, objectives and forms.

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

Reference:

Ajay Bholra, J.N. Jain. (2009). Modern Industrial relations and Labour Laws. Regal Publications

Kothari G.M : Law Relating to Disciplinary Matters & Standing Orders , Bombay N.M Tripathi Pvt.Ltd

Jain J.N. (2009). Modern Industrial Relations and Labour Laws. New Delhi: Regal Publications

Singh, B.D. (2010). Industrial Relations and Labour Laws. New Delhi: Excel books.

Bhatia S.K. (2008). Industrial Relations and Labour Laws. New Delhi: Deep and Deep Publications.

Dewan and Sudharsan. (1996). Labour Management. New Delhi: Discovery Publishing House

