

MBAS 511: EMPLOYEE RELATIONS MANAGEMENT

Workload : 4 hours per week. - Total credits: 4

Examination : 3 hours 70 marks

Objectives : 1. To differentiate between industrial relations and employee relatives.
2. To understand the significance of employee relation management.
3. To acquaint knowledge about the role of employee relation managers.

Course outcome
1. Understand the relationship between employer relatives and labour legislations.
2. Understand the importance of WPM and conflict management in industries.
3. In- depth knowledge on present scenario of industrial relations.

Pedagogy : Lectures, assignments, practical exercises, discussions, seminars.

Module 1, Introduction: Concept and importance of Employee relations, comparison between Industrial relations and Employee relations, paradigm shift from IR to ER, trends in employee relations management.

Module 2, Employee Relations Management at Work: A strategic frame work, policies and processes, culture and employee relations, the role of ER manager, the future of employee relations. Changing characteristics of industrial employees.

Module 3, Employee Relations and Legislations: Regulations of employee relations- ID Act, 1947. Regulations of working conditions- Factories Act, 1948, Contract Labour Act, 1970, Shops and Establishments Act, 1953. Regulations of social securities- ESI Act, 1948, Workmen Compensation Act, 1923, Payment of Gratuity Act, 1972. Regulations of wage- Payment of Wages Act, 1936, Minimum Wages Act, 1948, Payment of Bonus Act, 1965.

Module 4, Employee Discipline: Code of Discipline- Industrial Employment (SO) Act, 1946. Employee grievance handling procedure, Domestic inquiry procedure.

Module 5, Employee Relations and Negotiation: Conflict and Negotiations, situations requiring negotiation, integrative and distributive negotiation strategies, the basic negotiation process- strengthening collective bargaining, employee counseling methods.

Module 6, Industrial Conflict: Nature of conflict and its manifestations - conflict data and trends, Conflict resolutions, tripartite and labour administrative machinery, Prevention and Settlement of industrial disputes; Rise of industrial disputes - meaning and forms of Industrial disputes, Causes & effects of industrial disputes, right to strike and industrial peace, Settlement of industrial disputes, Joint consultations, negotiations, conciliation and mediation, Arbitration (Voluntary & compulsory) Adjudication Procedure.

Module 7, Workers participation in Management: Introduction and concept - determinants, forms and level of participation -Sachar and Verma Committees, workers' participation in management in India -Jamshedpur experiment -workers participation and different schemes - workers participation in Management practices in USA, UK, Germany, China and Japan.

Module 8, Prevention of Sexual harassment at workplace: Meaning and significance, Supreme court verdict in Vishaka Versus State of Rajasthan case, Employer responsibility to create harassment free work place, Training of employees for good behavior, Modifying service rules to include sexual harassment as misconduct. Punishing the perpetrator and protecting the victim.

Reference Books:

1. Singh P.N. and Neeraj Kumar- Employee Relations Management - Pearson Education, Noida,.
2. Charles Myers-Industrial Relations in India, 2ndedn - Asia Publishing House, London.
3. VermaPrasad -Management of Industrial Relations - Oxford and IBH.
4. Mamoria, Mamoria and Gankar -Dynamics of Industrial Relations-Himalaya Publishing House.
5. ArunMonappa- Industrial Relations, TataMc.GrawHill- New Delhi.
6. Sinha P.R.N, Sinha I.B and Shekhar S.P-Industrial Relations- Pearson Education.
7. Srivastava S.C-Industrial Relations and Labour Laws, 5thedn-Vikas Publishing House.
8. Singh B.D-Industrial Relations and Labour Law- Excel Books.
9. Sarma A.M-Industrial Jurisprudence and Labour Legislation, 5thedn - Himalaya Publishing House.
10. Davar.R.S- Personnel Management and Industrial Relations, 10thedn -Vikas Publishing House.
11. Kapoor N.D- Hand Book of Industrial Law - Sultan Chand and Sons, New Delhi.
12. Venkataratnam C.S- Industrial Relations - Oxford University Press, New Delhi.

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DEPARTMENT OF BUSINESS ADMINISTRATION

in Association with

Internal Quality Assurance Cell (IQAC), Mangalore University

United Nations Development Programme (UNDP)

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In the Presence of
Prof Manjunatha Pattabi
Director, IQAC
Mangalore University
And
Prof. Puttanna K
Chairman
Department of Business Administration
Mangalore University

Date: 6th December, 2021

Time: 09.00 AM

Venue: MBA Seminar Hall

MANGALORE UNIVERSITY

6 Days UNDP Entrepreneurship Development Training Program

06 December, 2021 - 11 December, 2021

Report



6 Days UNDP Entrepreneurship Development Training Program was organised in the department in association with Internal Quality Assurance Cell (IQAC), Mangalore University, United Nations Development Programme (UNDP) and Seventh Sense People Development Solutions Pvt Ltd on 06 December, 2021 - 11 December, 2021.

The workshop was inaugurated by Prof. Puttanna. K, Chairman of the department and Mr. Keerthanraj T. S, District Community Mobilizer, Seventh Sense People Development Solutions Pvt Ltd. Experts from Seventh Sense People Development Solutions Pvt Ltd trained our participants on various issues relates to social entrepreneurship. They used both lecture and activity methods to train the participants. Their lecture covered broad aspects relates entrepreneurship.

Three resource persons Mr. Keerthanraj T. S, Ms. Deeksha N and Mr. Ashwin Kumar from Seventh Sense Sense People Development Solutions Pvt Ltd trained the participants. 61 students and 10 faculty members participated in the program. Certificate of participation is issued to all the participants on successful completion the training.