

MANAGEMENT OF INDUSTRIAL RELATIONS

Name of Course	Semester	Core/Elective/Allied/Practical/Project	Course/Paper Code	Course/Paper Title	Credit	Internal Marks	External Marks	External Exam Time Duration
B.B.A.	V	Elective	19BBA508	Management of Industrial Relations	3	30	70	2 ½ Hours

COURSE OBJECTIVES

- To acquaint students with concepts of Industrial Relations
- To introduce the concept of Industrial Disputes and the legal procedures for their settlement
- To provide a brief knowledge about the role of trade unions in the Industrial Relations system

COURSE CONTENT

Unit - 1	Basic framework of Industrial relations:
	Concept of Industrial relations characteristics, objectives, significance and factors affecting industrial relations, parties in industrial relations- workers employers and government, trade unions, approaches to industrial relations, globalization and industrial relation, Suggestions to improve Industrial Relations in India
Unit – 2	Industrial Disputes in India
	Meaning–Difference between Industrial Disputes and Industrial conflict –Forms of Industrial Disputes– Impact of Industrial Disputes– Difference between Human Relations and Industrial Relations– Prevention and settlement of industrial disputes, Industrial disputes Act 1947
Unit - 3	Worker’s Participation in Management
	Definition, origin, Nature, objectives, forms of Worker’s Participation in management- Works Committee - Joint management Councils, Shop councils - Joint councils, board level participation, Concept and working of Quality circles, Employee Empowerment
Unit – 4	Trade Unionism, Collective Bargaining and Negotiation
	Concept, Functions of Trade Unions, Types of Trade Unions, Problems of Trade Unions in India. Collective Bargaining –Concept, Principles– Forms of Collective Bargaining, Negotiation - Effective negotiation, Current trends, issues and practices in Negotiation in Indian Industries.

REFERENCES

- Arun Monappa, Industrial Relations, Tata McGraw-Hill
- C. B. Mamoria, Satish Mamoria & S. V. Gankar, Dynamics of Industrial Relations.
- C. S. Venkata Ratnam, Industrial Relations, Oxford
- G. A. Armstrong: Industrial Relations-An Introduction, George G. Harrap & Co. Ltd., London.
- P. C. Tripathy: Personnel Management and Industrial Relations, Sultan Chand & Sons, New Delhi.
- P.R.N. Sinha, Indu Bala Sinha and Seema Priyadarshani Shekhar: Industrial Relations, Trade Unions and Labour Legislations, Pearson
- Ratna Sen, Industrial Relations in India: Shifting Paradigm, Macmillan
- S. C. Srivastava: Industrial Relations and Labour Laws, Vikas Publishing House, New Delhi