

SEMESTER VI
BCOM General, Computers, IT, Honours
INDUSTRIAL RELATIONS
DSC
w.e.f 2019 -20 AY

SCHEME OF INSTRUCTION

Hours per Week : 5
Credits : 5
Instruction Mode : Lecture
Course Code : BC.07.101.28T

SCHEME OF EXAMINATION

Maximum Marks : 100
Internal Assessment : 40
External Examination : 60
External Exam Duration : 3 Hrs

Course Objective: To make the student understand the various concepts of Industrial relations between Employer and Employee.

Course Objective:

To make students understand the various concepts of Industrial relations between Employer and Employee.

Course Outcomes:

On Successful completion of the Course, Students will be able to:

CO 1: Explain the objectives of Industrial Relations and list the factors affecting IR. Justify the role of Trade Unions and employers association and examine the impact of Globalisation on Trade Union.

CO 2: : Describe the concepts of Industrial Disputes, Strikes and Lockouts with reference to concerned Legislations

CO 3: Discuss the causes of Grievance, need for discipline and punitive measures for Indiscipline.

CO 4: Examine the need for Collective bargaining, Workers Participation in Management and the process involved.

CO 5: Describe the gender sensitisation at work place and code of conduct

UNIT I: INDUSTRIAL RELATIONS

12 Hrs

Industrial Relation: Concept, Objectives, factors influencing IR; Trade Union: Meaning - Functions - Trade Union Movement in India – Problems of Trade Unions, Impact of Globalisation on Trade Unions – Employers Associations – Objectives of Employers organizations– National Level Associations.

UNIT II: INDUSTRIAL CONFLICTS & DISPUTES

12 Hrs

Meaning of Dispute – Types – Causes of Disputes – Preventive Measures – Strikes and lockouts – Types of Strikes – Measures for Prevention of Strikes – Machinery for Settlement of Industrial Disputes.

UNIT III: GRIEVANCES AND DISCIPLINE

12 Hrs

Meaning – Characteristics – Causes of grievance – Need for Grievance procedure – Pre requisites of grievance procedure – Grievance Interview – Open door policy – Grievance Procedure.

Discipline – Meaning – objectives – Indiscipline – Red hot Stove rule - Causes of Indiscipline – Types of Punishment

UNIT IV: COLLECTIVE BARGAINING AND WORKERS PARTICIPATION IN MANAGEMENT **12 Hrs**

Definition – Characteristics – Importance – Functions of Collective Bargaining – Forms of Collective Bargaining – Collective Bargaining Process – Conditions for Success of Collective Bargaining; Workers Participation in Management (WPM) - Meaning – Objectives of WPM – Forms of WPM.

Unit V: GENDER SENSITIZATION AND CODE OF CONDUCT **12 Hrs**

Workplace – Gender Sensitization, Rights of Worker, Mechanism to address Gender -Based Grievances and Issues

Code of Conduct for Workers relating to Professional Ethics, Workers Responsibility

TEXT BOOKS

1. P. SubbaRao, *Essentials of Human Resource Management and Industrial Relations* , Himalaya Publishers
2. Mamoria ,Mamoria&Gankar, *Dynamics Of Industrial Relations*

REFERENCE BOOKS

1. Dale Yoder ,*Personnel Management and Industrial Relations*
2. P. SubbaRao, *Essentials of Human Resource Management and Industrial Relations* , Himalaya Publishers
3. T.N.Bhagoliwal ,*Personnel Management and Industrial Relations* , Tata McGraw Hill.
4. N.K.Sahni&YogeshKumar, *Personal Management and Industrial Relations*, Kalyani Publishers
5. Davar ,*Personnel Management and Industrial Relations* , Vikas Publishers
6. Mamoria ,Mamoria&Gankar, *Dynamics Of Industrial Relations*