

B.Com.(H): Semester-V
SEC-2

BCM563: COLLECTIVE BARGAINING AND NEGOTIATION SKILLS

Teaching Scheme	Examination Scheme
Lectures: 4hrs/Week	Class Test – 12Marks
Tutorials: 1 hr/Week	Teachers Assessment – 6Marks
	Attendance – 12 Marks
Credits: 5	End Semester Exam – 70 Marks

Objective

note understanding of the concept and theories of collective bargaining, and also to provide exposure to the skills in negotiating a contract.

Learning Outcomes

- Completing the course, the student shall be able to:
- Identify issues in collective bargaining, its significance.
- Understand the levels, coverage and agreements of collective bargaining.
- Be able to liaison in negotiations.
- Differentiate between negotiations, collective bargaining and use of its approaches.
- Administer the negotiation agreement and handle grievance management.
- Understand costing of Labour contracts

I: Issues in Collective Bargaining

Meaning, Definitions and Characteristics of Collective Bargaining; Critical Issues in Collective Bargaining; Theories of Collective Bargaining; Hick's Analysis of Wages Setting under Collective Bargaining; Conflict-Resolution Model of Negotiation, A Behavioural Theory of Labour Negotiation.

II: Collective Bargaining in India

Prerequisites for successful Collective Bargaining in any Country; Collective Bargaining in Practice; Levels of Collective Bargaining, Coverage and Duration of Agreements; Difficulties in the Bargaining Process and Administration of Agreements. Select case studies from Indian perspective

III: Negotiating a Contract

Preparation of Negotiations, Pre-negotiation- Preparing the Charter of Demand(s), Creating the Bargaining Team, Administration of COD, Costing of Labour Contracts

IV: Negotiation Skills

Negotiation Process; Effective Negotiation-Preparing for Negotiation, Negotiating Integrative Agreements; Negotiation and Collective Bargaining- Approaches and Phases in Collective Bargaining, Coalition Bargaining, Fractional Bargaining, Impasse Resolution, Contract Ratification.

V: Negotiation and Administration

Administration of Negotiation-Administration of the Agreement, Grievance Management, Binding up the Wounds; Collective Bargaining & the emerging scenario.

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Recommended Readings

- Chaturvedi, C. S. (2017). Industrial Relations: Text and Cases. Delhi: Oxford University Press.
- Chatterjee, Michael. (2001). Industrial Relations – Theory & Practice. London: Prentice Hall.
- Chaturvedi, S., Jain, P. (2017) Collective Bargaining and negotiation Skills; Bookage Publications.
- Chaturvedi, R.S. (2002). Managing Human Resources: Industrial Relations in Indian Enterprises. New Delhi: Galgotia Publishing Company.
- Chaturvedi, P. (2009). Industrial Relations: Theory and Practice in Britain. U.K: Blackwell Publishing.
- Chaturvedi, K.B., Paswan, A.K., (2017), Collective Bargaining and negotiation Skills. Galgotia Publishing Company

Latest edition of readings may be used.

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