|  |
| --- |
| **BBA 631: Industrial Relations**  |
| **Teaching Scheme** | **Examination Scheme** |
| Lectures: 3 hrs/Week | Class Test -12Marks |
| Tutorials: 1 hr/Week | Teachers Assessment - 6MarksAttendance – 12 Marks |
|  Credits: 4 | End Semester Exam – 70 marks |

**Course Objectives:** The objective of Industrial relation is to sensitize the students with industrial group and organisational behaviour and to provide a foundation of knowledge of organisations and help them to become aware of the behaviour and performance of people working in organizations. Besides it also help to develop insight into their behaviour in interpersonal team/group working situations

#  Course Outcomes:

**CO1.** Understanding conceptual framework of Industrial Relation

**CO2.** Students aware with the Indian Labour legislation

**CO3.** Students aware with the basic requirements and mandate of labour legislations

**CO4.** Understanding the existing framework of Industrial Relation and Labour legislation

**CO5.** Understanding the concept of Industrial democracy

**CO6.** Understanding the importance of Industrial relation in maintaining industrial peace

**Course Content -**

**Unit I**

**Industrial Relations Management** Concept- Evaluation -Background of industrial Relations in India- Influencing factors of IR in enterprise and the consequences.Economic, Social and Political environments Employment Structure -Social Partnership-Wider approaches to industrial relations- Labour Market.

**Unit II**

**Trade Unions** introduction-Definition and objectives-growth of Trade Unions in India-trade Unions Act, 1926 and Legal framework-Union recognition-Union Problems-Employees Association-introduction, Objective Membership, Financial Status

**Unit III**

**Quality of Work Life** Workers’ Participation in Management Worker’s Participation in India, shop floor, Plant Level, Board Level- Workers’ Welfare in Indian scenario- Collective bargaining concepts & Characteristics -Promoting peace

**Unit IV**

**Wage and Salary administration** Nature & Significance of wage, salary administration, essentials- Minimum wage- Fair wage, Real wage, Incentives & fringe benefits. Issues and Constraints in Wage Determination in IndiaSocial Security introduction and types Social Security in India, Health and Occupational safety programs- Salient features of Workmen Compensation Act and Employees’ State Insurance Act relating to social security - Workers’ education objectives -Rewarding.

**Unit V**

**Employee Grievances** Causes of Grievances -Conciliation, Arbitration and Adjudication procedural aspects for Settlement of Grievances -Standing Orders- Code Discipline.Industrial Disputes Meaning, nature and scope of industrial disputes- Cases and Consequences of Industrial Disputes -Prevention and Settlement of industrial disputes in India

**Unit VI**

Technological Change in IR-Employment issues, Management Strategy, Trade Union Response, Human Resource Management and IR- Management Approaches, Integrative Approaches to HRM; International Dimensions of IR

**Suggestive Reading**

1. Aswathappa: Human Resource Management, TMH, New Delhi ,2003.
2. Arun Monappa: Industrial Relations, TMH, New Delhi,2003
3. V.S.P.Rao, Human Resource Management: Text & Cases, Anurag Jain, New Delhi, 2002.
4. R.S.Dwivedi, Managing Human Resources/Personnel Management in Indian enterprises, Galgotia Publishing Company, New Delhi, 2002.
5. Biswajit Pottanayak, Human Resource Management, Prentice Hall of India Pvt.Ltd, 2003.
6. Sinha: Industrial Relations, Trade Unions and Labour Legislation Pearson Education