

DSE-III: MDH 504: MANAGEMENT OF INDUSTRIAL RELATIONS

Course Objective:

To acquaint students with concepts of Industrial Relations and various legislations related to Labour Welfare and Industrial Relations.

Learning Outcomes:

1. Acquire theoretical and practical perspective on many aspects of industrial relations.
2. Understand the key participants, institutions, relationships and processes in employment relations.
3. Understand various acts in Indian context.

Course Contents:

Unit I (3 Weeks)

Concept of industrial relations, aspects of industrial relations, conflict and cooperation, parties in industrial relations, workers employers and government, trade unions, objectives collective bargaining. Workers participation in management, levels of participation, mode of participation Works Committee, Joint Management councils, Worker Director, Grievance Procedure, Quality Circles

References:

S C Srivastava, Industrial Relations and Labour Laws, Vikas Publishing House: Chapter 2, 4, 30

Unit II (3 Weeks)

The Factories Act 1948, definition, approval, licensing and registration, health and welfare measures ,employment of women and young persons, leave with wages and weekly holidays. The Payment of Bonus Act, The Maternity Benefit Act, the Workmen's Compensation Act.

References:

T N Chhabra, Industrial Relations and Labour Laws, Dhanpat Rai Publishing House: Chapters 26, 29, 30

P L Mallik, Handbook of Industrial and Labour Laws, Eastern Book Company: Chapter 30

Unit III (3 Weeks)

Trade Union Act 1926, Immunity granted to Registered Trade Unions, Recognition of Trade

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Unions. The Industrial Employment (Standing Orders) Act 1946, scope, coverage, certification process, modification, interpretation, and enforcement .The Industrial Disputes Act 1947, forum for settlement of disputes, instruments of economic coercion, strikes, lockouts and closure.

References:

S C Srivastava, Industrial Relations and Labour Laws, Vikas Publishing House.: Chapter 5, 6, 9, 17, 19, 23, 24, 25

Unit IV

(3 Weeks)

Salient features, coverage of employees and employers, rules and benefits relating to The Payment of Wages Act 1936, The Payment of Gratuity Act 1972, The Minimum Wages Act The salient features, coverage of employees and employers, and benefits under The Provident Fund and Miscellaneous Provisions Act 1952 and Employees' Pension Scheme and Employees State Insurance Act 1948.

References:

P L Mallik, Handbook of Industrial and Labour Laws, Eastern Book Company: Chapters 12, 28, 32

Text Books:

1. S C Srivastava, Industrial Relations and Labour Laws, Vikas Publishing House.
2. T N Chhabra, Industrial Relations and Labour Laws, Dhanpat Rai Publishing House
3. P L Mallik, Handbook of Industrial and Labour Laws, Eastern Book Company

Additional Readings:

1. Saharay, Industrial and Labour Laws of India, Prentice Hall International
2. J P Sharma, Simplified Approach to Labour Laws, Bharat Law House Ltd.

Teaching and Learning Process:

Lectures, discussion about practical implementation of Labour Laws with examples and decided cases, latest amendments and rationale behind the same, case studies

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Assessment Methods:

Internal Assessment	25 Marks
Written Theory Examination	75 Marks

Keywords:

Industrial Relations, Factory, Maternity Benefit, Bonus Provident Fund, Gratuity, Trade Union
Wages and Minimum Wages