

IMB 805B / IMB 905B

INDUSTRIAL RELATIONS

Module – I : Industrial Relation :

Concept, Scope and Approaches to Industrial Relations – Unitary, Pluralistic, and Radical approach, Industrial Relations Systems (IRS), Trade Unionism : Concept, structure and function, Union Registration and Recognition, Theories on Trade Unionism – Selling Pearl Man, Sidney and Beatrice Webb, Karl Marx, Robert Hoxie and Mahatma Gandhi, White Collar Trade Unions.

Module – II : Industrial Dispute :

Code of Discipline and Grievance Management, Dispute Resolution and Industrial Harmony.

Collective Bargaining : Meaning, Concept and functions, Types of Bargaining, process of Bargaining, Emerging Trends in Collective Bargaining, Tripartism and IR, ILC & SLC, ILO – Structure and Functions, Conventions and Recommendations, Bipartism Link with Tripartism.

Module – III : Employee participation and Labour – Management Co-operation :

Workers Participation in Management : Concept, Scope, Levels and functions, Forms of Workers' Participation, Participation or Association with Management.

Module – IV : Legislation Pertaining to Factories and IR :

Factories Act, 1948, Trade union Act, 1926, Industrial Disputes Act, 1947, Standing Order Act, 1946.

Recommended Books :

1. Industrial Relations, C.S. Venkata Ratnam, Oxford
2. Industrial Relations, Trade Unions & Labour Legislation, Sinha & Shekhar, - Pearson
3. Dynamics of Industrial Relations, Mamoria, Gankar – HPH
4. Industrial Relations, Monappa – TMH
5. Industrial Relations, Balasubramanian – Everest Publishing House
6. Business Law ND Kapoor