

MNG 403 C

INDUSTRIAL RELATIONS

Credit: 4, Class Hours: 40

COURSE OBJECTIVE: To explore contemporary knowledge and gain a conceptual understanding of industrial relations.

COURSE OUTCOME: Students will know how to resolve industrial relations and human relations problems and promote welfare of industrial labour.

Module – I: Industrial Relations: 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, Theories of Collective Bargaining by Chamberlain, Flenders, McKersie, and Sidney & Beatrice Webb.

Module – III : Tripartite and International Bodies: Tripartism and IR, ILC & SLC, ILO – Structure and Functions, Conventions and Recommendations, Bipartism Link with Tripartism, Strengthening Tripartite Social Dialogue.

Module – IV: 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, Productive Bargaining.

Module – V: The concerned faculty shall have the liberty to define the course contents under this module and teach students accordingly.

Reference Book:

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