

UNDERGRADUATE PROGRAMME IN BACHELOR OF MANAGEMENT STUDIES

MANAGEMENT OF INDUSTRIAL RELATIONS

Learning Objective: To acquaint the students about concepts of industrial relations & its application in the Indian context.

Course Contents:

Unit I

Lectures: 8

Impact of changes in industrial environment on industrial labour, features of industrial labour, profile of Indian managers-traditional, contemporary, women managers. Managerial styles-authoritarian, paternalistic & democratic.

Unit II

Lectures: 15

Concept of industrial relations, aspects of industrial relations-conflict & cooperation, parties in industrial relations-workers, employers & government. Significance of industrial relations, factors affecting industrial relations, approaches to industrial relations-human relations, pluristic, social action, systems approach.

Unit III

Lectures: 12

Trade unions-concept, objectives of trade unions, functions, methods of trade unionism-mutual insurance, collective bargaining, legal enactment, direct action. Structure of trade union, outside leaderships in trade union, why workers join unions, importance of trade unions, problems of trade union in India, measures for strengthening trade union.

Unit IV

Lectures: 16

Workers' participation in management objectives, levels of participation, requirement of effective participation, modes of worker participation in India-work committees, joint management councils, collective bargaining, co-partnership, worker director, suggestion schemes, grievance procedures, quality circles, problems of workers' participation in India, employee empowerment-meaning, elements, conditions & process, Layoff, retrenchment, discharge, dismissal.

Unit V

Lectures: 5

Labour absenteeism & turnover, concept of labour turnover, causes, effects, costs of labour turnover, control of labour turnover, concept of absenteeism, causes, effect & measures to control absenteeism.

Text books:

1. S.C.Srivastava. (2013). *Industrial Relations & labour laws*. (6th ed.). Vikas Publishing House.
2. T.N.Chhabra. (2011). *Industrial Relations*. (4th ed.). Dhanpat Rai & Co.

References:

1. Monnappa & Saiyaddin. (2000). *Personnel Management*. Tata McGraw hill.
2. C.S. Venkata Ratnam. (2011). *Industrial Relations*. Oxford University Press.
3. Dwivedi. (2000) *Industrial Relations*. Galgotia Publications.