

ST.JOSEPH'S UNIVERSITY

BENGALURU-27

DEPARTMENT OF INDUSTRIAL RELATIONS

**SYLLABUS FOR UNDERGRADUATE PROGRAMME UNDER
THE NEW STATE EDUCATION POLICY -2024 (SEP) OF
GOVERNMENT OF KARNATAKA**

SEMESTER ONE AND SEMESTER TWO

**(APPROVED BY THE BOS IN INDUSTRIAL RELATIONS ON
27/07/2024/SATURDAY DURING THE BOS MEETING)**

For Batch 2024-2027

ST. JOSEPH'S UNIVERSITY; BENGALURU: 27

DEPARTMENT OF INDUSTRIAL RELATIONS

STATE EDUCATION POLICY: SYLLABUS FOR SEMESTER ONE: B.A.
INDUSTRIAL RELATIONS

ACADEMIC YEAR 2024-2025

Scheme of Teaching and Evaluation

SEMESTER-I

Sl. No.	Paper Code	Title of the Course	Course Category	Teaching hours per week	Summative Assessment	CIA	Total Marks	Credits
1.	IR 124	Introduction to Industrial Relations & Employee Relations (with Special Reference to India)	Triple Major	05	60	40	100	05

EVALUATION

Sl. No.	Course Category	Teaching Hours per week	Summative Assessment	CIA	Total Marks	Credits
1.	Triple Major	05	60	40	100	05

**STATE EDUCATION POLICY: SYLLABUS FOR
SEMESTER ONE: B.A. INDUSTRIAL RELATIONS
ACADEMIC YEAR 2024-2025**

Semester	I
Paper Code	IR 124
Paper Title	INTRODUCTION TO INDUSTRIAL RELATIONS & EMPLOYEE RELATIONS (WITH SPECIAL REFERENCE TO INDIA)
Number of teaching hours per week	05
Total number of teaching hours per semester	75
Number of credits	05

Objectives:

To sensitize the students with the Industrial Relations & Employee Relations scenario with special reference to India.

To introduce students to Basic Concepts in Industrial Relations

To enable students understand the dynamic nature of Indian Industrial Relations in particular

Module 1: INTRODUCTION: (16 hours)

Concept of Industry and Industrial Relations.

Nature and Scope/Area of Study of Industrial Relations.

Development of Industry and Industrial Relations with special reference to India.

Industries and Industrial Relations in Karnataka State.

Nature and Scope of Industrial Relations as an inter-disciplinary subject.

Tripartite Scheme of Industrial Relations-Role of Government, Employers and Trade Unions.

Concept of Employee Relations. Difference between Industrial Relations and Employee Relations.

Important Indian Industrial Relations Experts.

Industrial Relations Experts from Karnataka State.

Contributions of Mahatma Gandhi, Netaji Subhas Chandra Bose, Dr.V.V. Giri and R.Venkatraman to Indian Industrial Relations.

Marxian Approach to Industrial Relations.

Impact of Liberalization, Privatization and Globalization on Indian Industrial Relations.

History of Indian Industrial Relations.

Module 2: PROBLEMS OF INDUSTRIAL RELATIONS (16 hours)

Types of Industrial Relations.

Good Industrial Relations and Bad/poor Industrial Relations. Reasons for Good Industrial Relations and its advantages.

Causes for poor industrial relations with special reference to India.

Major indicators of the state of Industrial Relations:

- a. Absenteeism
- b. Labour Turn Over
- c. Industrial Indiscipline
- d. Employee Grievances [with special reference to women employees in India]
- e. Strikes with special reference to types of strikes
- f. Lock outs.

Causes and effects of the above indicators. Measures to tackle the same.

Module 3: ROLE OF TRADE UNIONS IN INDUSTRIAL RELATIONS (16 hours)

Definitions of Trade Unions.

History of Trade Unions.

Characteristics of Trade Unions.

Importance of Trade Unions

with special reference to India.

Types of Trade Unions.

Trade union movement in India-pre independent and post independent India.

Problems of Trade Unions with special reference to India-Multiple Trade Unions, Low Membership, Low Finances, Outside Leadership in Trade Unions, Politicization of Indian Trade Unions. Positive effects of Role of Outside leadership in Indian Trade Unions.

Effects of liberalization on Indian Trade Unions.

Trade Union Federations in India-with special reference to major trade union federations:

All India Trade Union Congress, Indian National Trade Union Congress and Centre of Indian Trade Unions.

Future of Indian Trade Unions.

Module 4: COLLECTIVE BARGAINING (15 hours)

Concept/Definitions of Collective Bargaining.

Essential Pre requisites for collective bargaining.

Levels of Collective Bargaining-Plant Level, Industry Level and National Level, with special reference to India.

The collective Bargaining Process-with special reference to Charter of Demands, Sticking point, Integrative and Distributive Bargaining, Attitudinal Structuring.

Advantages and disadvantages of collective bargaining.

Collective Bargaining in India.

Module 5: INDIAN INDUSTRIAL RELATIONS-CHANGES AND CHALLENGES (12 hrs)

Industrial Disputes in India.

Machinery for settlement of Industrial Disputes in India.

Liberalization and changes in Indian Industrial Relations.

The future of Industrial Relations in the wake of changes in work culture.

Effects of changes in Labour Laws on Indian Industrial Relations

Indian Industrial Relations during Covid-19 Pandemic.

**IR 124: INTRODUCTION TO INDUSTRIAL RELATIONS & EMPLOYEE RELATIONS
(WITH SPECIAL REFERENCE TO INDIA)**

BOOKS FOR REFERENCE:

1. Gandhi, M.K., Capital and Labour, Bharatiya Vidya Bhavan, Mumbai, 1998
2. Gandhi M K: Satyagraha in South Africa, Bharatiya Vidya Bhavan, Mumbai, 1998
3. Karl Marx & Frederick Engels: Manifesto of the Communist Party, Progress Publishers, Moscow, 1986
4. Bose, Subhas Chandra, The Trade Union Movement, Selected Speeches of Subhas Chandra Bose, Publication Division, Government of India, New Delhi, 1992
5. Giri V V: Labour Problems in Indian Industry, Asia Publishing House, Mumbai, 1972
6. Yoder, Dale: Personnel Management and Industrial Relations, Oxford University Press, 1972
7. Davar R S: Personnel Management and Industrial Relations in India, Himalaya Publishing House, Mumbai, 1998
8. Mamoria C B: Industrial Relations in India, Himalaya Publishing House, Mumbai, 1998
9. Venkata Ratnam, C.S., Industrial Relations, Oxford University Press, New Delhi, 2006
10. Schneider, Eugene V, Industrial Sociology, Tata McGraw Hill, New Delhi, 1983
11. Lenin, V.I., On Trade Unions, Progress Publishers, Moscow, 1986
12. Pylee M.V., George Simon A, Industrial Relations And Personnel Management, Vikas Publishing House, New Delhi, 1996
13. Pylee M V: Worker's participation in Management, Vikas Publishing House, New Delhi, 1996
14. Dayal, Sahab, Industrial Relations Systems in India: A Study of Vital Issues, Sterling Publishers, New Delhi, 1980
15. Arun Monappa: Industrial Relations
16. Sharma A M : Industrial Relations
17. Ahuja K K : Industrial Relations Theory and Practice
18. Jerome Joseph: Strategic Industrial Relations Management
Kapoor, N.D., Elements of Industrial
19. Law, Sultan Chand, New Delhi, 2020
20. Garg, Ajay, Labour Laws one should know, Nabhi Publication, New Delhi, 2020
21. Aswathappa, K., Organizational Behaviour, Himalaya Publishing House, Mumbai, 2023

Course Outcomes: At the end of the course, the student should

CO1	Knowledge	Have developed a good knowledge of all the basic concepts associated with Industrial Relations
CO2	Understand	Have developed a very good understanding of the characteristics of Indian Industrial Relations and associated matters connected with Indian Industry And Contributions to the discipline by Prominent Indian National Leaders.
CO2	Apply	Be able to perform basic duties associated with HRM and Industrial Relations Management
CO3	Analyze	Be able to critically look at and explain the root cause of specific Labour Problems in Indian Industries and other aspects connected with work-conformity
CO4	Evaluate	Be able to evaluate work environment with reference to employee relations, objectively
CO5	Create	Be able to design work culture conducive to good Industrial Relations in The Indian Context.

Learning Outcomes:

At the end of the course, the student-

Should have a proper exposure to various positive and negative aspects of Industrial Relations.

Should be in a position to identify issues and challenges confronting Industrial Relations/Employee Relations with special reference to India.

Should understand the role of, and management of Trade Unions as an important component and requirement of Industrial Democracy.

Should understand the role of Collective Bargaining in the establishment of healthy Industrial Relations and establishment of Industrial Democracy.

Should be in a position to analyze potential threat to Industrial Peace, causes and impact of Industrial Disputes and deal with the same in an amicable way-Formally and Informally, resulting in peaceful settlement.

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DEPARTMENT OF INDUSTRIAL RELATIONS

STATE EDUCATION POLICY: SYLLABUS FOR SEMESTER TWO: B.A.
INDUSTRIAL RELATIONS

ACADEMIC YEAR 2024-2025

Scheme of Teaching and Evaluation

SEMESTER-II

Sl. No.	Paper Code	Title of the Course	Course Category	Teaching hours per week	Summative Assessment	CIA	Total Marks	Credits
1.	IR 224	Introduction to Human Resource Management	Triple Major	05	60	40	100	05

EVALUATION

Sl. No.	Course Category	Teaching Hours per week	Summative Assessment	CIA	Total Marks	Credits
1.	Triple Major	05	60	40	100	05

STATE EDUCATION POLICY: DRAFT SYLLABUS FOR SEMESTER TWO: B.A. INDUSTRIAL RELATIONS ACADEMIC YEAR 2024-2025

Semester	II
Paper Code	IR 224
Paper Title	INTRODUCTION TO HUMAN RESOURCE MANAGEMENT
Number of teaching hours per week	05
Total number of teaching hours per semester	75
Number of credits	05

Objective of the Paper:

1. To introduce the students to the concept of Human Resource & Human Resource Management.
2. To make students aware of various aspects of Human Resource Management.
3. To prepare the students to understand the implications of Human resource Management in the organizations.

Module 1: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT: (15 hours).

Meaning of Human Resource. Difference between Personnel and Human Resource.

Important definitions of Human Resource Management.

Transition from Personnel Management to Human Resource Management.

Nature and scope of Human Resource Management.

Human Resource Management as an Academic Discipline and Profession.

Objectives of Human Resource Management. Functions of Human Resource Managers.

Human Resource Audit-meaning, purpose, method and limitations of HR Audit.

Introduction to International Human Resource Management and Multi-National Companies.

Differences between Domestic Human Resource Management and International Human Resource Management.

Women in Domestic and International Human Resource Management.

Module 2: TALENT ACQUISITION AND CAREER PROGRESSION: (12 hours)

Human Resource Planning. Recruitment-Types of recruitment and sources of recruitment-with special reference to advertisements in print media and audio-visual media-including web sites.

Selection Process.

Promotion-meaning and types. Merit Vs Seniority criteria.

Demotion-meaning and reasons.

Transfers-meaning, types and reasons for transfer.

Module 3: LEARNING AND DEVELOPMENT: (12 hours)

Meaning of Learning, Features of Learning Importance of Learning Meaning of Development and its features.
Role of Human Resource Managers in learning and development.

Learning and Training.

Differences between Learning and Training.

Importance of Training Types of Training.

Meaning of Development and its role in HRM. Skilling, Up skilling and Reskilling

Module 4: PERFORMANCE MANAGEMENT SYSTEMS: (12 hours)

Meaning and importance of Performance Appraisal.

Process of Performance Appraisal.

Advantages and Disadvantages of Performance Appraisal.

Methods of Performance Appraisal with special reference to The Management By Objectives [MBO] and
360 Degree Method of Performance Appraisal.

Module 5: WORK ENVIROMENT: (12 hours)

Fatigue, Job Stress, Monotony and Boredom-causes and effects.

Industrial Accidents and Industrial Safety.

Work from Home as the new normal in various sectors-its associated advantages and disadvantages.

Employee Engagement during crisis period-with special reference to Pandemic and Challenges of H.R.
Personnel.

Module 6: CURRENT TRENDS IN HRM :(12 hours)

Present status. Trends in Human resource Management in India.

New Challenges of Human Resources Management.

E- HRM with reference to Recruitment, Selection, Training of employees.

Challenges in talent acquisition, digitalization of HRM-Human Resource Information Systems.

Work Life Balance with reference to Work from Home and Regulation of Individual Personal Space.

IR 214: Introduction to Human Resource Management

BOOKS FOR REFERENCE:

1. Yoder, Dale, Personnel Management and Industrial Relations, Prentice-hall of India, 1975
2. Aswathappa K, Human Resource and Personnel Management, Tata McGraw-Hill, 2002
3. Peter J Dowling, International Human Resources Management, South Westem, 1999
4. Aswathappa K, Human Resource Management, Text and Cases, Tata McGraw-Hill, 2008
5. Edwin B Flippo, Personnel Management, McGraw-Hill, New York, 1984
6. Jeffrey A Mello, Strategic Human Resource Management, Thomson, 2003
7. Wayne F Cascio, Managing Human Resources, McGraw-Hill, 1995
8. Ian Beandwell and Len Holden, Human Resource Management, Macmillan, 1996
9. John M Ivahernich, Human Resource Management, Tata McGraw-Hill, 1996
10. John Bernardin, Human Resource Management, TMH, 2004
11. William P Anthony, Strategic Human Resource Management, The Dryden Press, 1993
12. Charles R Greer, Strategic human Resource Management, Pearson, 2002
13. Richard M Hodges and Fred Luthans, International Management, McGraw-Hill, 2000
14. Monir H Tayeb, International Human Resource Management, Oxford University Press, 2005
15. Agarwal, R.D., Dynamics of Personnel Management in India, New Delhi, Tata McGraw-Hill, 1977
16. Venkatratnam, C.S. and Srivastava, B.K., Personnel Management and human Resources, Tata Mcgraw-Hill, 1991
17. R.C.Sharma, Nipun Sharma, Human Resource Management- Theory and Practice, , SAGE, 2019
18. Amitabha Sengupta, Human Resource Management, concepts, practices and new paradigms, SAGE, 2019

Course Outcomes:

At the end of the course, the student should

CO1	Knowledge	Have developed a good knowledge of People at work as human resource and HRM as a specialized Management Discipline
CO2	Understand	Have developed a very good understanding of the functions of HRM, H.R. Planning aspects and work environment.
CO2	Apply	Be able to perform basic People Management Duties professionally and objectively
CO3	Analyze	Be able to contrast and explain the useful and harmful activities of the microorganisms.
CO4	Evaluate	Be able to critique the contribution as well as short fall of human resource.
CO5	Create	Be able to design an excellent Human Resource Management policy ensuring peaceful and productive Industrial Relations.

Learning Outcomes:

At the end of the course, the student-
Should Demonstrate an understanding of key terms/concepts and practices within the Field of Human Resource Management
Demonstrate competence in development and problem-solving in the area of Human Resource Management
Provide innovative solutions to problems in the fields of Human Resource Management
Should be able to identify and appreciate the significance of the Ethical Issues in HR, especially in the Indian Context.
