

# **NEW EDUCATION POLICY: SYLLABUS FOR OPEN ELECTIVE IN INDUSTRIAL RELATIONS FOR SEMESTER ONE**

Semester	<b>I</b>
Paper Code	<b>OE (OPEN ELECTIVE PAPER) IROE 1</b>
Paper Title	<b>INTRODUCTION TO INDUSTRIAL RELATIONS AND EMPLOYEE RELATIONS</b>
Number of teaching hours per week	03
Total number of teaching hours per semester	42
Number of credits	03

## **Objectives:**

**To sensitize the students with the basics of Industrial Relations and Employee Relations  
To impart informations about Industrial Relations as an important aspect of Industrial Management.**

Module 1: INTRODUCTION: (10 hours)

Concept of Industry and Industrial Relations.

Development of Industry and Industrial Relations.

Meaning of Employee Relations and its difference with Industrial Relations.

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

Tripartite Scheme of Industrial Relations.

Approaches to Industrial Relations

- Sociological Approach
- Psychological Approach
- Marxian Approach
- Trusteeship Approach

Module 2: State of Industrial Relations (10 hours)

Meaning of Good and Poor Industrial Relations

Causes for poor industrial relations.

Indicators of Poor Industrial Relations

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

Module 3: TRADE UNIONS AS AN ESSENTIAL COMPONENT OF INDUSTRIAL RELATIONS (08 hours)

Definitions of Trade unions. Reasons for formation of trade unions.

Characteristics of Trade Unions.

Functions of Trade Unions

Problems faced by Trade unions and future of trade unions

Module 4: COLLECTIVE BARGAINING (07 hours)

Concept. Essential Pre requisites for collective bargaining. Levels of Collective Bargaining- Plant Level, Industry Level and National Level

The collective Bargaining Process

Advantages and disadvantages of collective bargaining.

Module 5: Labour Laws and Industrial Relations ((07 hours)

Meaning of Labour Laws. Importance of Labour Laws in Industrial Relations.

Few examples of Labour Laws, specific to India, with a brief introduction-

The Industrial Disputes Act, 1947, The Payment of Wages Act, 1936, The EPF (and Miscellaneous Provisions) Act, 1952, The ESI Act, 1948

**OPEN ELECTIVE PAPER- SEMESTER ONE: BASIC INTRODUCTION TO INDUSTRIAL RELATIONS AND EMPLOYEE RELATIONS**

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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*
19. Kapoor, N.D., *Elements of Industrial Law*, Sultan Chand, New Delhi, 2020
20. Garg, Ajay, *Labour Laws one should know*, Nabhi Publication, New Delhi, 2020

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

CO1	Knowledge	Have developed a good knowledge of basic concepts associated with Industrial Relations
CO2	Understand	Have developed a very good understanding of Industrial Relations as an Academic Discipline and as a Profession
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 Industries and other organizations
CO4	Evaluate	Be able to evaluate work environment with reference to employee relations, objectively
CO5	Create	Be able to design work culture/ policies conducive to good Industrial Relations

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