

## INDUSTRIAL RELATIONS AND LABOUR WELFARE

| Sem | Subject code | Category          | Lecture   |              | Theory    |              | Credit |
|-----|--------------|-------------------|-----------|--------------|-----------|--------------|--------|
|     |              |                   | Total Hrs | Hrs per week | Total Hrs | Hrs per week |        |
| VI  |              | Core Paper – XVII | 90        | 6            | 90        | 6            | 4      |

### COURSE OBJECTIVE:

1. Students can understand the industrial relations and conflicts handling between the departments.
2. To understand the Negotiation, Collective bargaining, trade union, Discipline, Government policies, Worker's participation, Employees grievance handling and safety aspects in industry.

### COURSE OUTCOMES:

**On Successful completion Of the Course the student will be able:**

| CO Number | CO Statement  | Knowledge level(K1-K4) |
|-----------|---|------------------------|
| CO1       | Understanding basic concept and need of industrial relation in organization.                | K1,K2                  |
| CO2       | To know about collective bargaining and negotiation between management and employees.       | K2, K3                 |
| CO3       | To understand the conflict between the departments and handling grievances among employees. | K2, K3                 |
| CO4       | Easily understand about Labour welfare and Importance of industrial safety                  | K1,K2, K3              |
| CO5       | To study about the various categories of labour and trade union contribution.               | K1,K2, K3              |

**K1 – Remember; K2 – Understand; K3 – Apply; K4 –Analyze**

### **MAPPING WITH PROGRAMME**

| <b>COS</b>      | <b>PO1</b> | <b>PO2</b> | <b>PO3</b> | <b>PO4</b> | <b>PO5</b> | <b>PO6</b> |
|-----------------|------------|------------|------------|------------|------------|------------|
| <b>OUTCOMES</b> |            |            |            |            |            |            |
| <b>CO1</b>      | M          | S          | M          | S          | M          | S          |
| <b>CO2</b>      | S          | M          | S          | M          | S          | S          |
| <b>CO3</b>      | S          | S          | M          | S          | S          | M          |
| <b>CO4</b>      | M          | S          | S          | S          | M          | S          |
| <b>CO5</b>      | S          | S          | M          | M          | S          | M          |

**S – Strong ;  
Low**

**M – Medium;**

**L –**

### **UNIT-I INDUSTRIAL RELATIONS**

**20 hrs**

**Background of Industrial Relations** : Definition, scope, objectives, factors affecting IR, Participants of IR, importance of IR. Approaches to Industrial relations, system of IR in India –Historical perspective & Post independence period, Code of Discipline and Historical initiatives for harmonious IR, Government policies relating to labor, ILO and its influence on Legal enactments in India.

### **UNIT-II COLLECTIVE BARGAINING & NEGOTIATION**

**20 hrs**

**Collective bargaining** : Meaning – Nature - Essential conditions, Functions- Importance- Process-Pre requisites for the success of collective bargaining.

**Negotiation** : Types of Negotiations - Problem solving attitude - Process and techniques- Essential skills for negotiation -

Workers Participation in Management.

### **Unit-III INDUSTRIAL CONFLICTS**

**15 hrs**

**Industrial Conflicts:** Industrial conflict – perspectives – Nature - Manifestations causes – Types - Prevention. Disputes – Impact – Causes – Strikes – Prevention - Industrial Peace-Government Machinery – Conciliation – Arbitration – Adjudication. **Grievance procedure** : Grievance – Meaning and forms, sources, approaches, Procedures of grievance machinery. **Discipline** : Causes of Indiscipline – Maintenance of discipline. Domestic enquiries, Disciplinary procedures, Principles of Hot stove rule.

### **UNIT-IV LABOUR WELFARE AND INDUSTRIAL SAFETY**

**15 hrs**

**Concept** : Objectives – Scope – Need - Voluntary Welfare Measures - Statutory Welfare Measures – Labour - Welfare Funds – Education and Training Schemes. Causes of Accidents – Prevention - Safety Provisions - Industrial Health and Hygiene – Importance - Problems - Occupational Hazards – Diseases - Psychological Problems – Counseling - Statutory Provisions.

### **UNIT-V WELFARE OF SPECIAL CATEGORIES OF LABOUR**

**20 hrs**

**Trade Union** : Meaning, trade union movement in India - Objective - Role and functions of the Trade Unions in Modern Industrial Society of India. Child Labour - Contract labour- Construction Labour - Agricultural Labour - Female Labour - Differently Abled Labour – BPO - KPO - Labour - Social Assistance - Social Security - Implications.

**Distribution of marks: Theory 100% and problem 0%**

**Text Books :**

| <b>Sl no</b> | <b>Authors</b>  | <b>Title</b>   | <b>Publishers</b>                 | <b>Year of publications</b> |
|--------------|---|--|-----------------------------------|-----------------------------|
| <b>1.</b>    | Memoria.C.B.<br>& Sathish<br>Memoria                            | Dynamics Of<br>Industrial<br>Relations               | Himalaya<br>s<br>Publicatio<br>ns | 2007                        |
| <b>2.</b>    | Arun Monappa,<br>Ranjeet<br>Numbudiri,<br>Patturaja<br>Selvaraj | Industrial<br>Relations and<br>Labour<br>Legislation | Tata McGraw Hill                  | 2012                        |

**REFERENCE BOOKS:**

| <b>S.N o</b> | <b>Authors</b>                       | <b>Title</b>  | <b>Publishers</b>   | <b>Year of publication</b> |
|--------------|--------------------------------------|---|---|----------------------------|
| <b>1</b>     | Ratna Sen                            | Industrial Relations in<br>India                            | Shifting<br>Paradigm,<br>McMillian India<br>Ltd New Delhi | 2007                       |
| <b>2</b>     | C.S.Venkata<br>Ratnam                | Globalisation and<br>Labour Management<br>Relations         | Response<br>Books   | 2007                       |
| <b>3</b>     | P.R.N.<br>Priyadharshi<br>ni shekhar | Industrial Relations,<br>Trade Union, Labour<br>legislation | Pearson   | 2004                       |

**SYLLABUS DESIGNER**

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