

INDUSTRIAL RELATIONS AND LABOUR WELFARE

Sem	Subject code	Category	Lecture		Theory		Credit
			Total Hrs	Hrs per week	Total Hrs	Hrs per week	
IV		Elective Paper - IV	75	5	75	5	3

UNIT-I INDUSTRIAL RELATIONS

15 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

15 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

15 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.

Text Books :

Sl no	Authors	Title	Publishers	Year of publications
1.	Memoria.C.B. & Sathish Memoria	Dynamics Of Industrial Relations	Himalaya s Publicatio ns	2007
2.	ArunMonappa, Ranjeet Numbudiri, Patturaja Selvaraj	Industrial Relations and Labour Legislation	Tata McGraw Hill	2012

REFERENCE BOOKS:

S.N o	Authors	Title	Publishers	Year of publication
1	Ratna Sen	Industrial Relations in India	Shifting Paradigm, McMillan India Ltd New Delhi	2007
2	C.S.Venkata Ratnam	Globalisation and Labour Management Relations	Response Books	2007
3	P.R.N. Sinha, Indu Bala Sinha, Selva Priyadharshini shekhar	Industrial Relations, Trade Union, Labour legislation	Pearson	2004

SYLLABUS DESIGNER

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