

V Semester Electives – HR

17BB327-INDUSTRIAL RELATIONS AND LABOUR LAWS

Course Objective:

The objective of the course is to enable students to have an insight into the relations between various sectors that have a bearing on management of industrial relations. The pre-requisite for this course is Human Resource Management offered in 2nd Semester.

Course Outcomes:

- Gain knowledge of the Industrial relations in the organization and its importance.
- Understand the reasons of industrial Conflicts and Disputes and the settlement procedure.
- Understand the origin and growth of Trade Unions in India and their role in the growth of the Country's economy.
- Gain knowledge of the labour legislations in India.
- Understand the different acts related to the wages and bonus of the employees.

UNIT - I

Industrial Relations: Economy and labour force in India – Approaches to IR – Employer organizations: Introduction, Origin and Growth.

Collective Bargaining: Collective Bargaining – Meaning & Definition, Levels, Process and Hindrances – Negotiating techniques and skills – Drafting of an agreement.

UNIT - II

Industrial Conflicts and Disputes: Conflicts: Introduction and Manifestation – Disputes: Introduction, Prevention and Settlement, Stages in Settlement, Effects.

UNIT – III

Trade Unions: Trade Unions: Introduction, Definition, History and evolution, Objectives, Reasons for joining Unions, Types, Structure, Growth, Theories, Problems, Recognition – Central Trade union Organizations – Trade Unions Act, 1926 – Employer Organizations.

UNIT - IV

Labour Legislation: The Factories Act, 1948 – The Industrial Disputes Act, 1948 – The Employment (Standing Orders) Act, 1946 – The Maternity Benefit Act, 1961.

UNIT - V

Wage Legislations: The Workmen's Compensation Act, 1923 – The ESI Act, 1948 – The Payment of Wages Act, 1936 – The Minimum Wages Act, 1948 – The

Payment of Bonus Act, 1965 – The Payment of Gratuity Act, 1972 – The EPF Act, 1952.

Skill Development:

(These activities are only indicative, the Faculty member can innovate)

1. Conduct a Study on effectiveness of TU in APSRTC in selected units
2. Find out the collective Bargaining procedure in selected sugar factory
3. Analyse the effectiveness of The Workmen's Compensation Act, 1923 – The ESI Act, 1948 – The Payment of Wages Act, 1936 – in any manufacturing sector
4. The Minimum Wages Act, 1948 – The Payment of Bonus Act, 1965 – The Payment of Gratuity Act, 1972 – The EPF Act, 1952 in any pharma company

TEXT BOOKS:

1. Piyali Ghosh and Shefali Nandan, "Industrial Relations and Labour Laws", I/e, McGraw Hill Education, 2015.
2. Venkataratnam C. S.: Industrial Relations, Oxford University Press, 2006

REFERENCE BOOKS:

1. Arun Monappa: Industrial Relations, TMH, New Delhi, 2003.
2. Sinha: Industrial Relations, Trade Unions and Labor Legislation, Pearson 2007.
3. P. K. Padhi: Labor and Industrial Laws, PHI, 2007.