

Master of Business Administration
MBA Semester III
Human Resource Management Specialization

HRM-01: Industrial Relations

Marks:100

Duration: 60 Hrs.

CREDITS: 4

Objective:The objective of the course is to familiarize the students with the concept of Industrial relations. It also intends to expose students to Trade Unionism, Participative Management and emerging issues concerned with Industrial Relations.

Course Objectives:The successful completion of this course shall enable the student to:

CO1: Understand the concept of Industrial-Organizational Psychology.

CO2: Apply Industrial Psychology to select, develop, and manage employees

CO3: Comprehend how the theory and research are applied to work settings

CO4: Create a stress-free environment at the workplace.

Contents:

UNIT	Content	Hours
I	Industrial Relations Concepts and aspects of Industrial Relations, Functions of Industrial Relations, Objectives of Industrial Relations, Significance of Industrial Relations, Evolutionary shift in Industrial Relations, Approaches to Industrial Relations.	10
II	Trade Unionism Concept of Trade Union, Objectives and Functions of Trade Unions, Types of Trade Union, Significance for Trade Unions, Labour Movement and Trade Unions, Rise and Growth of Trade Unionism. Government policies regarding Trade Unionism.	11
III	Industrial Disputes, Prevention & Settlement Concept of Industrial Disputes, forms and types of Industrial Disputes, Causes of Industrial Disputes, Impact of Industrial Disputes, Statutory and non-statutory measures to deal with industrial disputes. Prevention and settlement of industrial disputes.	12
IV	Collective Bargaining Concept of Collective Bargaining, functions, objectives and significance of Collective bargaining, Process of Collective Bargaining, Approaches to collective bargaining, Extent and scope of Collective bargaining in India, Collective bargaining agreement and its application.	11

V	Workers Participation in Management Meaning, Objectives of Workers participation, Essentials of workers participation in management, Forms and Methods of workers participation in Management, Concept of Labour Welfare, Labour Welfare in India, I.L.O. and its role in Industrial Relations.	11
	Small group learning exercise involving discussions, role play, presentations by students.	5
	TOTAL	60

Readings:

1. Sinha, P.R.N., InduBala&Shekhar, S.P, " Industrial Relations, Trade Unions and Labour Legislations" Pearson Education.
2. Monappa, A "Industrial Relations", TataMcGraw Hill Publishing Company Limited
3. Srivastava, S.C., "Industrial Relations and Labour Laws", Vikas Publications.
4. Salamon, M., "Industrial Relations: Theory and Practice" Pearson Education, Financial Times Prentice Hall.

Pedagogy:

- ICT enabled Classroom teaching
- Case study
- Practical / live assignment
- Interactive classroom discussions
- Flipped classroom

Teaching Plan:

At the beginning of each semester, faculty teaching the course will provide (i) a Teaching Plan, (ii) an updated reading list, and (iii) a list of case studies for uploading on the Department website.

Facilitating the achievement of Course Learning Outcomes

Unit No.	Course Learning Outcomes	Teaching and Learning Activity	Assessment Tasks
I	Ability to understand the concept and applications of Industrial-Organizational Psychology.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test, Analysis of Case Study
II	Ability to understand the concept and relevance of Trade Unionism.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test, Analysis of Case Study
III	Ability to develop an understanding of the machinery for the prevention and settlement of	Lecture/Video/ Case/ Presentation/Role	Class participation, Presentation, Viva/ test, Analysis of Case Study

	disputes.	Play	
IV	Ability to understand the concept and practice of Collective Bargaining.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test, Analysis of Case Study
V	Ability to understand and apply the concept of Workers Participation in Management and Labour Welfare concept.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test, Analysis of Case Study