**Paper Name: HRM 401- Industrial Relations**

1. Industrial Relations: Concept, Approaches to IR, Parties to IR, System Model of IR [4L]
2. Industrial Worker in India: Rise of Industrial Workers, Profile of Industrial Workers in India, Problems of Industrial Workers (absenteeism, commitment, Work Ethics) [2 L]
3. Trade Unionism in India: Origin, Growth, Structure and Management of Trade Unions, Recognitions, Leadership, Trade Unionisms, Employers’ Organizations in India, Managerial Associations. [4 L]
4. Industrial Relations in India: Labour Policy in Five Year Plans, Tripartism, Role of Government and State, Role of Management, Role of Trade Unions. [6 L]
5. Industrial Disputes: Causes, Types, Trends and Settlement of Disputes (Internal Options, Third Party Machinery). [4L]
6. Collective Bargaining: Theories, Prerequisites, Process, Negotiating Skills and Strategies, Agreement – content, Validity, Implementation, Productivity Bargaining, Growth of Collective Bargaining in India. [4 L]
7. Workers’ Participation in Management : Concept, Purpose and Practices in other countries; Workers’ Participation Schemes in India – Works Committee, Joint Management Council, Worker – Director, Shop Council and Joint Council, WPM, EPM; Problems and Prospects in India; Quality Circles – Concept and Practices in India. [4 L]
8. Labour Welfare and Industrial Relations: Concept, Purpose, Statutory and Non-Statutory Provisions, ILO Conventions and its application in India, Workers’ Education Programmes in India. [4 L]
9. Employee Discipline: Meaning Types, Misconduct, Disciplinary Action, Domestic Enquiry, Grievance Handling. [4 L]
10. Case Studies - Wage Negotiation, Disciplinary Action, Industrial Disputes [4 L]

Readings

1. P.R.N Sinha: Industrial Relations and labour laws
2. Marchington, M.: Managing Industrial Relations, McGraw Hill.
3. Monapppa, Arun: Industrial Relations, Tata McGraw Hill.
4. Ramaswamy, E. A.: Managing Human Resources, Oxford University Press.
5. Venkata Ratnam, CS: Industrial Relations, OUP
6. Govt. of India: Report of the National Commission on Labour