

(B) Minor Courses to be offered by the Department for students of other Departments of Social Science

Sl. No.	Sem	Type of Course	Name of Course	Credits	Marks
1.	I	MIC-1	Industrial Relations	3	100
2.	II	MIC-2	Labour Economics	3	100
3.	III	MIC-3	Principles of Management	3	100
4.	IV	MIC-4	Trade Unionism	3	100
5.	V	MIC-5	Organisational Behavior	3	100
6.	V	MIC-6	Human Resource Management	3	100
7.	VI	MIC-7	Labour Welfare	3	100
8.	VI	MIC-8	Labour laws & Administration	3	100
9.	VII	MIC-9	Wages & Salary Administration	4	100
10.	VIII	MIC-10	Industrial Organisations & Management	4	100

Sub Total = 32

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# Industrial Relations & Personnel Management

## SEMESTER I

PAPER	:	MIC-I	Full Marks : 100
TITLE OF THE PAPER	:	Industrial Relations	ESE : 70
CREDIT	:	3	CIA : 30

### Course Objectives :

The purpose of Industrial Relations course is to develop an understanding about the socio-political background issues and conceptual knowledge related to employer-employee relationship. The course attempts to prepare the student for the ground realities of industrial strife, institutionalized mechanisms to resolve conflicts and create harmony.

### Course Learning Outcomes :

1. Understanding the nature, importance and future of industrial relations.
2. Develop an understanding of the industrial disputes, its effects on labour force and mechanism to resolve it's successfully.
3. Identify the role of government in Industrial Relations and Social dialogue.
4. Course will increase the understanding related process and importance of worker participation in management for peaceful industrial relations and economic growth.

<u>MIC I- Industrial Relations</u>		
Unit	Topics to be covered	No. of Lectures
1	<b>Industrial Relations –</b> Meaning, Definitions, Scope of Industrial Relations, Stake Holders of Industrial Relations, Aspects of Industrial Relations, Elements of co-operation & conflict, Approaches to Industrial Relations, Changing roles of stake holders.	08
2	<b>Industrial Disputes–</b> Meaning, Causes & Consequences, Method of Settling Industrial Disputes (Voluntary & Statutory), Model Grievance Handling Procedure, Collective Bargaining as settlement machinery.	06
3	<b>Labour Management Corporation –</b> Meaning and goals, Forms and Label of Participation, Labour Management Corporation in India, Causes of Failure of workers participation in Managements, Suggestions to make it successful.	08
4	<b>Industrial Actions &amp; Discipline –</b> Meaning , Causes and Effects of Strike, lockout, Lay off Dharna, pradarshan, gharao, Picketing, Show cause, fine, job rotation, demotion, Retrenchment, Dismissal, Termination.	08
<b>Total- Lectures</b>		30

*Asst. Prof. Dr.*  
14/6/23

*Kumar*  
14/6/23

*Me*  
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### Books Recommended :

1. P. R. N. Sinha, Industrial Relations & Labour Legislations
2. Ratna Sen, Industrial Relations in India.
3. C. B. Mamoria, Industrial Relations, Sahitya Bhawan Publications, Agra
4. टी. एन. भगोलिवाल, श्रम अर्थशास्त्र और औद्योगिक संबंध, साहित्य भवन आगरा
5. सी. बी. ममोरिया औद्योगिक संबंध एवं कार्मिक प्रबंध, साहित्य भवन, आगरा
6. बालेश्वर पाण्डेय, औद्योगिक संबंध
7. पी. एन. यादव, रचना कुमारी, सामूहिक सौदेवाजी एवं अन्तराष्ट्रीय श्रम आंदोलन, साहित्य भवन पब्लिकेशन्स, आगरा
8. कामेश्वर पंडित, औद्योगिक संबंध, नोवेल्टी एण्ड कम्पनी, पटना
9. Kamashwar Pandit, International Industrial Relations, Himalaya Publishing House, New Delhi

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