

Industrial Relations & Personnel Management/PMIR/LSW

(A) Major Core Courses

Sl. No.	Sem	Type of Course	Name of Course	Credits	Marks
1.	I	MJC-1	Labour Economics	6	100
2.	II	MJC-2	Industrial Relations	6	100
3.	III	MJC-3	Principles of Management	5	100
4.	III	MJC-4	Trade Unionism	4	100
5.	IV	MJC-5	Human Resource Management	5	100
6.	IV	MJC-6	Labour laws & Administration	5	100
7.	IV	MJC-7	Organisational Behavior	5	100
8.	V	MJC-8	Wages & Salary Administration	5	100
9.	V	MJC-9	Social Security	5	100
10.	VI	MJC-10	Labour Welfare	4	100
11.	VI	MJC-11	Social Problems & Social Institutions	5	100
12.	VI	MJC-12	Industrial Organisations & Management	5	100
13.	VII	MJC-13	Organisational Communication	5	100
14.	VII	MJC-14	Research Methodology	5	100
15.	VII	MJC-15	Human Resource Development	6	100
16.	VIII	MJC-16	Organisational Change & Management	4	100

Sub Total = 80

SEMESTER II

PAPER	:	MJC-2	Full Marks : 100
TITLE OF THE PAPER	:	Industrial Relations	ESE : 70
CREDIT	:	6	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 workers participation in management for peaceful industrial relations and economic growth.

Azfar J. S.
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MJC 2- Industrial Relations

Unit	Topics to be covered -	No. of Lectures
1	Industrial Relations – 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.	10
2	Industrial Disputes– Meaning, Causes & Consequences, Methods of Settling Industrial Disputes – Conciliation vs Adjudication, Model Grievance Handling Procedure.	8
3	Collective Bargaining – Meaning & Nature, Scope, Subject Matters, Bargaining Agents, Growth & Development in India, Pre-requisites of Successful CB, Process of Collective Bargaining and Agreements (short term & Long term), Hurdles in the way of CB in India, Measures to strengthen collective bargaining.	10
4	Labour Management Corporation – Meaning and goals, Forms and Levels of Participation, Labour Management Corporation in India, Causes of Failure of workers participation in Managements, Suggestions to make it successful.	10
5	Industrial Actions & Discipline – Meaning , Causes and Effects of Strike, lockout, Lay off Dharna, pradarshan, gharao, Picketing, Show cause, fine, job rotation, demotion, Retrenchment, Dismissal, Termination	10
6	Industrial Employment (Standing Orders) Act, 1946; Industrial Disputes Act, 1947- main provisions.	12
Total- Lectures-60 ; Tutorial-10		

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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 अन्तर्राष्ट्रीय 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

Asst. Prof. Dr.
14/6/23

K. S. S.
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Dr. C.
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