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| <b>Subject Code: 1MS2020375</b> | <b>Subject Title: Industrial Relations</b> |
|---------------------------------|--------------------------------------------|

### 1. Course Objectives and Outline:

This course helps students to understand the legal implications in Human Resource Management. It provides insight on management of industrial relations for organizations. This course enables students with following concepts:

Scenario of Industrial Relations in India

- Trade Unions
- Grievances
- Workers' Participation
- Technology and Industrial Relations

### 2. Teaching Scheme (Hours per week)

| Lecture (Hrs.) | Tutorial | Practical | Credit | Evaluation Scheme (Marks) |                     | Total     |
|----------------|----------|-----------|--------|---------------------------|---------------------|-----------|
|                |          |           |        | University Assessment     | Internal Assessment |           |
| 4              | -        | -         | 4      | 60 Marks                  | 40 Marks            | 100 Marks |

### 3. Syllabus

| Module No. | Contents                                                                                                                                   | Total Hours | Weight |
|------------|--------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------|
| 1          | Overview of Industrial Relations in India<br>The Indian Industrial Worker<br>Trade Unions<br>Employers' Federations<br>Case Discussion     | 12          | 25%    |
| 2          | Wages and Industrial Relations<br>Collective Bargaining<br>Employees' Grievances<br>Discipline<br>Industrial Conflict<br>Case Discussion   | 12          | 25%    |
| 3          | Labor Welfare and Social Security<br>Workers' Participation in Management<br>Central board of workers' education scheme<br>Case Discussion | 12          | 25%    |
| 4          | Technology and Industrial Relations<br>ILO and India<br>Worker Development<br>Case Discussion                                              | 12          | 25%    |

#### 4. Course Pedagogy

The pedagogy of the subject involves Lectures, Role Plays, and Case Discussions. Students will be given group tasks and assignments.

#### 5. Suggested Readings

##### a. Books

- 1 Industrial Relations; By Arun Monappa; Tata McGraw Hill
- 2 Industrial Relations; By C.S. Venkata Ratnam, Oxford Higher Education

##### b. Journals/Magazines

- Industrial Relations Journal By Wiley Online Learning.
- Industrial Relations: A Journal of Economy and Society, By Wiley Online Learning
- Indian Journal of Industrial Relations, by Shri Ram Centre for Industrial Relations and Human Resources.
- Journal of Industrial Relations, by Australian Labor and Employment Relations Association

#### 6. Evaluation Scheme

| Sr. No. | Component                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Weight     |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| 1       | <b>University Examination</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>60%</b> |
| 2       | <b>Internal Assessment</b><br>-Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components;<br><i>Class Test, Quiz, Assignments, Case Presentation, Class Participation, Projects, Team/Individual Assignments.</i><br>-The weightage of a sub-component should not exceed 50% of internal assessment component weight.<br>- The bifurcation of sub-components shall be communicated by the instructor before commencement of the academic sessions. | <b>40%</b> |