

Branch Name:	Management
Program Code:	MS301
Course Name:	Industrial Relations
Course Code:	1MS3010775
Pre-requisite Course:	Human Resource Management

Course Objectives:

- 1) This course attempts to develop the awareness among students about the various acts and legal compliances required for smooth functioning of the organization which is essential for all HR managers.
- 2) 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.

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutorial (T)	Practical (P)	Credit	Theory (Marks)		Practical (Marks)		Total (Marks)
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
4	-	-	4	60	40	-	-	100

Syllabus:

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

Text Books:

Sr. No.	Books
1	Industrial Relations; By Arun Monappa; Tata McGraw Hill
2	Industrial Relations; By C.S. Venkata Ratnam, Oxford Higher Education

Reference Books:

Sr. No.	Books
1	Kapoor N.D. (2012). Elements of industrial law (11 th ed.). New Delhi: Sultan Chand & Sons.

2	Kumar, H.L. (2013). Labor Laws Everybody should know (9 th ed.). New Delhi: Universal Law Publishing Co. Pvt Ltd.
3	P.K Padhi, Labour and Industrial Laws, October 2017, Published by PHI Aguinis, H. 3rd edition.
4	Sharma A.M., (2013). Industrial Relations and Labour Laws (2 nd ed.). Mumbai: Himalaya Publishing House.

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

LAB/Practical

1. Expert talk from HR Managers can be arranged for students to understand Industrial Relations.

Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

CLO	Description	Bloom's Taxonomy Level
CLO1	To Put into action statutes and employer's obligations under different acts of Labour Law.	2 Understanding
CLO2	To fully understand employers and employee's rights and duties and their compliance.	1 Remembering, 2 Understanding
CLO3	To be able to interpret the powers of the appropriate government/authorities under the Act.	3 Applying, 4 Evaluate
CLO4	To put into action the requirements of Compliance officers.	4 Evaluate, 5 Analyze
CLO5	To develop and build amicable employee – employer relations by understanding the provisions of the act.	6 Creating

Mapping of CLOs with Pos & PSOs

Course	Program Outcomes (POs)								Program Specific Outcomes (PSOs)	
Learning Outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CLO1	H						M			
CLO2	H				M			M		
CLO3		H				M				
CLO4			H					L		
CLO5		M		M		M		H		

H: High, M: Medium, L: Low
