

Branch Name:	MANAGEMENT (Human Resource Management)
Program Code:	MS301
Course Name:	Industrial Relations
Course Code:	2MS3010575T
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

Subject Contents:

Sr No.	Topic	Total Hours	Weightage (%)
1	Overview of Industrial Relations in India The Indian Industrial Worker Trade Unions Employers' Federations Case Discussion.	10	20%
2	Wages and Industrial Relations Collective Bargaining Employees' Grievances Discipline Industrial Conflict Case Discussion	10	20%
3	Labor Welfare and Social Security Workers' Participation in Management Central board of workers' education scheme Case Discussion	10	20%
4	Technology and Industrial Relations ILO and India Worker Development Case Discussion	10	20%
5	HRM and Industrial Relations: management philosophy/approaches & changing managerial roles. Human resource management, human resource development and industrial relations integration	08	20%

Text Books:

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

Reference Books:

1. Kapoor N.D. (2012). Elements of industrial law (11thed.). New Delhi: Sultan Chand & Sons.
2. Kumar, H.L. (2013). Labor Laws Everybody should know (9thed.). 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 (2nded.). 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 Learning Outcomes	Program Outcomes (POs)								Program Specific Outcomes (PSOs)	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CLO1	H						M		M	
CLO2	H				M			M	M	
CLO3		H				M				M
CLO4			H					L		M
CLO5		M		M		M		H	M	

H: High, M: Medium, L: Low
