

V.S.M.COLLEGE(A) : : RAMACHANDRAPURAM
II MBA (III Semester)– SYLLABUS
Paper I: INDUSTRIAL RELATIONS
w.e.f:2019–20Admitted Batch

CODE::PG1934126

Hours	:75hrs. (4hrs per Week)
Number of Credits	: 4
Max. Marks	: 100 Marks (75 marks SEE and 25 marks CIA)
TIME	: 3hrs

INDUSTRIAL RELATIONS

Objective: to enlighten the students with the Concepts and Practical applications of Industrial Relations.

Learning Outcomes:

1. Demonstrate descriptive knowledge of the field of industrial relations.
2. Apply the essential concepts of industrial relations and their interrelationship at the personal, organizational and national levels.
3. Recognize and consider the social, historical and equity issues within industrial relations.
4. Investigate solutions to industrial relations problems based on research and assessment of current practices.

UNIT – I: Industrial Relations: Scope and Significance – **Causes and Consequences of Industrial Disputes** – Recent Trends in Industrial Relations

UNIT—II: Trade Unions: **Trade Union Structure and Movement in India** – Changing Role in the Context of Liberalization

UNIT – III: Promotion of Harmonious Relations – Machinery for Prevention and Settlement of Industrial Disputes – **Conciliation – Arbitration and Adjudication – Code of Discipline.**

UNIT-IV: Grievances and Discipline: Grievances Redressal Machinery – Discipline in Industry **Measures for dealing with Indiscipline.**

UNIT – V: Collective Bargaining (CB) – CB Practices in India – Participative Management Forms and Levels – **Schemes of Workers' Participation in Management in India.**

(Case Studies are Compulsory)

Suggested Books:

1. VenkatRatnam, C.S. – Industrial Relations, Oxford University Press.
2. SC Srivathava, Industrial Relations and Labour Laws, Vikas, ND.
3. M.Arora: Industrial Relations, Excel Publications.
4. P.R.N.Sinha, InduBala Sinha and Seema PriyadarshiniShekar, “Industrial Relations, Trade Unions and Labour Legislation”, Pearson Education, NewDelhi.
5. Ramaswamy E.A. – The Strategic Management of Industrial Relations, Oxford University Press.
6. Cowling and James, The Essence of Personnel Management and Industrial Relations, Prentice Hall of India.
7. Ratna Sen, “Industrial Relations in India”, Macmillan India Ltd. NewDelhi.
8. Michael Armstrong, Employee Reward, Universities Press (India)Ltd.