

MANAGEMENT OF INDUSTRIAL RELATIONS

II Semester: MBA								
Course Code	Category	Hours / Week			Credits	Maximum Marks		
CMBB41	Core	L	T	P	C	CIA	SEE	Total
		4	-	-	4	30	70	100
Contact Classes: 45	Tutorial Classes: Nil	Practical Classes: Nil			Total Classes: 45			
<p>OBJECTIVES:</p> <p>The course should enable the students to</p> <ol style="list-style-type: none"> I. Understand the industrial relations systems, characteristics of Indian IR system. II. Know the role of state dispute settlement machinery and its instruments, legislation III. Examine the collective bargaining, conciliation, arbitration, adjudication IV. Identify the role of wage policy and wage regulation machinery, wage legislation and payment of wages Act 1936 <p>COURSE OUTCOMES:</p> <ol style="list-style-type: none"> 1. To understand the importance and purpose of industrial relations 2. To understand the role of trade unions in managing the industrial relations 3. Describe the causes of industrial disputes and settlement mechanisms 4. Illustrate the grievance procedure mechanisms to manage the industry relations 5. Examine the collective bargaining procedures and mechanisms 6. Illustrate labour welfare activities and worker's participation organizational activities 7. Identify the role of wage policy and wage regulation machinery and various acts related to wage regulations 8. Describe various acts related to perks, bonus and incentives need to give to employees 9. Understand the regulations and various acts related to manage factories and mines 10. Understand the present scenario of industrial relations 								
UNIT -I	INDUSTRIAL RELATIONS						Classes: 10	
Introduction, Dunlop's Industrial relations systems, characteristics of Indian IR System; Trade Unions: Union Purpose. Trade union, functions, methods, Politics, types of unions, Trade Unions in India: Union Structure and characteristics. Recognition of Unions: States provisions for recognition. Rights of recognized Unions, unfair labour Practices: Case 1. Let us get back to work (p.no. 720, C.B.Mamoria) Case 2. A case of complicated multi-union manoeuvres (J.A. Kulkarni)								
UNIT -II	SETTLEMENT OF DISPUTES						Classes: 08	
Role of state dispute settlement machinery and its instruments, legislation: Causes of disputes, Right to Strike, Major Strikers, Tripartite and Bipartite Bodies, Standing orders and Grievance Procedure. Case 1. Stop the shouting game please (p.no. 760, C.B.Mamoria) Case 2. The dish ends ltd. (p.no.07, J.A. Kulkarni)								
UNIT -III	COLLECTIVE BARGAINING						Classes: 09	
Collective bargaining, conciliation, arbitration, adjudication, The Industrial dispute Act 1947, labour welfare work, labour welfare officer, worker's participation. Case 1.who is to be blamed (p.no. 685, C.B.Mamoria)								
UNIT -IV	WAGE POLICY AND WAGE REGULATION						Classes: 09	

Wage policy and wage regulation machinery, wage legislation, payment of wages Act 1936, The payment of bonus Act, 1965 Case 1. Rules and regulations still guide actions at UPS (p.no. 37, C.B.Mamoria) .

UNIT -V	THE FACTORIES ACT 1948 AND MINES ACT 1952	Classes: 09
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The factories Act 1948, mines Act 1952, Industrial relations and technological change. Case 1. Organizations and unions working as partners (p.no. 738, C.B.Mamoria)

Text Books

- Mamoria, Mamoria, Gankar “Dynamics of Industrial Relations” Himalaya Publishing House, 14th Edition, 2012.
2. C.B.Mamoria, VSP Rao “personnel management- text & cases”, Himalaya Publishers 15th edition, 2012.
3. J.A.Kulkarni, Asha Pachpande, Sandeep Pachpande, “ case studies in amangement”, pearson, 10th Edition, 2011.

Reference Books:

1. Padhi, “ Labour and Industrial Relations” PHI, 8 th Edition, 2012. 2. Arun Monappa,
2. Ranjeet Nambudiri, Selvaraj “ Industrial Relations and Labour Laws”, 5th Edition, TMH,2012 3. Ratna Sen “Industrial Relations-Text and Cases “Macmillan Publishers, 10th Edition, 2011

Web References:

1. [https://www.uk.ask.com/management references/try_ it](https://www.uk.ask.com/management%20references/try_it)
2. <https://www.shodhganga.intlibnet.ac.in/bitstream/10603/463/46313/8>

E-Text Books:

1. https://www.pondiuni.edu.in/storage/dde/download//hrmiii_irm.pdf
2. https://www.eh.wikipedia.org/wiki/industries_relations