



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal - 500 043, Hyderabad, Telangana

COURSE CONTENT

EMPLOYEE RELATIONS								
III Semester: MBA								
Course Code	Category	Hours / Week			Credits	Maximum Marks		
CMBE38	Elective	L	T	P	C	CIA	SEE	Total
		4	-	-	4	40	60	100
Contact Classes: 45	Tutorial Classes: Nil	Practical Classes: Nil			Total Classes: 45			
Prerequisite: Human Resource Management								
SDGs Mapped: SDG 8 (Decent Work & Economic Growth), SDG 16 (Peace, Justice and Strong Institutions)								

I. COURSE OVERVIEW:

This course on Industrial Relations and Labour Laws provides students with a comprehensive understanding of the dynamic relationship between employers, employees, trade unions, and the state. It examines the evolution of industrial relations in India, collective bargaining, tripartism, and the role of social dialogue in shaping workplace harmony. The course also covers key labor legislations and recent labor code reforms, equipping students with the knowledge to critically analyze and apply industrial relations practices in a changing business environment.

II. COURSES OBJECTIVES:

The students will try to learn:

- The main differentiating features and characteristics of the strategic human resource management paradigm towards the firm performance.
- The key aspects of investment patterns towards the development of resources and forecasting the human resources needs of an organization.
- The design strategic pay plans that are cost effective, that increase productivity of the work force, and comply with the legal framework.
- The strategic international human resource management issues and cope up with the strategies with respect to global strategic alliances.
- The implications of labor legislations and recent reforms for organizations, employees, and society.

III. COURSE OUTCOMES:

At the end of the course students should be able to:

- CO1 Explain the evolution, concepts, and frameworks of industrial relations in India and compare them with global practices.
- CO2 Analyze the structure, functions, and challenges of trade unions and collective bargaining in modern organizations.
- CO3 Evaluate the role of tripartism, social dialogue, and government interventions in shaping industrial relations.
- CO4 Interpret and apply provisions of major labor legislations including wages, compensation, social security, and workplace rights.
- CO5 Assess the implications of recent labor code reforms on employers, employees, and industrial peace.
- CO6 Propose effective strategies for managing disputes, grievances, and fostering productive employee relations in organizations.

IV. COURSE CONTENT:

MODULE – I: INDUSTRIAL RELATIONS (10)

Economy and the Labour Force in India, Approaches to Industrial Relations, Industrial Relations in Comparative Framework, Management and Employer Organizations, Introduction, Origin and Growth of IR. **Trade Unions:** Introduction, Definition and Objectives, Growth and Structure of Trade Unions in India, Trade Unions Act, 1926 and Legal framework, Union Recognition, Union Problems, Non-Union Firms, Management of Trade Unions in India.

MODULE - II: COLLECTIVE BARGAINING (10)

Nature and Legal Framework of Collective Bargaining, Levels of Bargaining and Agreements, Change in the Labor Management Relations in the Post-Liberalized India, Changes in the Legal Framework of Collective Bargaining, Negotiated Flexibility, Productivity Bargaining, Improved Work Relations, Public Sector Bargaining and Social Security, Negotiating Techniques and Skills, Drafting of an Agreement.

MODULE - III: TRIPARTISM AND SOCIAL DIALOGUE (05)

Types and Levels of Tripartism, Social Dialogue and the Reform Process,

Strengthening Tripartite Social Dialogue, Role of Government in Industrial Relations.

MODULE - IV: LABOR LEGISLATION – I (10)

Factories Act, 1948, Employee Compensation Act, 1923, ESI Act, 1948, The Payment of Wages Act, 1936, Minimum Wages Act, 1948, The Payment of Bonus Act, 1965. The Prohibition of Sexual Harassment of Women at Workplace Act, 2013, The Maternity Benefit Act, 1961, The Payment of Gratuity Act, 1972, The Unorganized Workers' Social Security Act, 2008.

MODULE - V: LABOR LEGISLATION – II (10)

Industrial Disputes Act, 1948, Meaning, Nature and Scope of Industrial Disputes, Causes and Consequences. Dispute Settlement Machinery. Grievance Handling, Causes of Grievances, Standing Orders Act 1948. 2021-22 Reforms into Labor Laws: Right to Minimum Wages (Code on Wages, 2019), Social Security for Everyone (Social Security Code, 2020), Right of Security to Workers in all situations (OSH Code (Occupational Safety, Health and Working Conditions Code) – 2020), Towards end to Disputes (Industrial Relations (IR) Code, 2020), Welfare of Interstate Migrant Workers.

V. TEXT BOOKS:

1. SC Srivastava, Industrial Relations and Labour Laws, 8e, Vikas Publishing House Ltd., 2022
2. C.S. Venkat Rathnam, Industrial Relations, Oxford University Press, New Delhi, 2nd Edition 2019.
3. D.P.Sahoo, Employee Relations, Text & Cases, 1e, Sage Publications, 2020.
4. Parul Gupta, Industrial Relations & Labour Laws for Managers, Sage Publications, 2019.
5. Arun Monappa, Industrial Relations, Tata McGraw Hill Publishing Company Limited, New Delhi, 2017.

VI. REFERENCE BOOKS:

1. C.B. Mamoria, Mamoria & Gankar, Dynamics of Industrial Relations, Himalaya Publishing House Pvt Ltd, 13e, 2014.
2. P.N. Singh and Neeraj Kumar, "Employee Relations Management", Pearson Education, 2010.

VII. WEB REFERENCES:

1. <https://play.google.com/books/reader?id=mM8oCwAAQBAJ&hl=en&pg=GBS.PR7>
2. https://play.google.com/books/reader?id=Dtm_DgAAQBAJ&hl=en&pg=GBS.PR11

VIII. E-TEXT BOOKS:

1. <https://www.pdfdrive.com/strategic-human-resource-management-e15459785.html>
2. <https://www.pdfdrive.com/strategic-human-resource-management-e6137887.html>