



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad -500 043

MASTER OF BUSINESS ADMINISTRATION

COURSE DESCRIPTOR

Course Title	MANAGEMENT OF INDUSTRIAL RELATIONS				
Course Code	CMBB41				
Programme	MBA				
Semester	III				
Course Type	PROFESSIONAL ELECTIVE - IV				
Regulation	IARE - R18				
Course Structure	Theory			Practical	
	Lectures	Tutorials	Credits	Laboratory	Credits
	4	-	4	-	-
Chief Coordinator	Dr. E. Sunitha, Associate Professor, MBA				
Course Faculty	Dr. E. Sunitha, Associate Professor, MBA				

I. COURSE OVERVIEW:

The course will make the students to learn the basic theory of Industrial law encompasses all the laws that dictate how to manage the relations between employees and employer in the organization. This includes all of the laws that govern how to manage, motivate the employees legally and to safe guard the employees from the organizations. It also regulate the organization to provide minimum needs to the employees.

II. COURSE PRE-REQUISITES:

Level	Course Code	Semester	Prerequisites	Credits
PG	CMBB41	II	Human Resource Management	4

III. MARKS DISTRIBUTION:

Subject	SEE Examination	CIA Examination	Total Marks
Management of Industrial Relations	70 Marks	30 Marks	100

IV. DELIVERY / INSTRUCTIONAL METHODOLOGIES:

✓	Chalk & Talk	✓	Quiz	✓	Assignments	✗	MOOCs
✓	LCD / PPT	✓	Seminars	✗	Mini Project	✓	Videos
✗	Open Ended Experiments						

V. EVALUATION METHODOLOGY:

The course will be evaluated for a total of 100 marks, with 30 marks for Continuous Internal Assessment (CIA) and 70 marks for Semester End Examination (SEE). Out of 30 marks allotted for CIA during the semester, marks are awarded by taking average of two CIA examinations or the marks scored in the make-up examination.

Semester End Examination (SEE): The SEE is conducted for 70 marks of 3 hours duration. The syllabus for the theory courses is divided into five units and each unit carries equal weightage in terms of marks distribution. The question paper pattern is as follows. Two full questions with “either” or “choice” will be drawn from each unit. Each question carries 14 marks. There could be a maximum of two sub divisions in a question.

The emphasis on the questions is broadly based on the following criteria:

50 %	To test the objectiveness of the concept.
50 %	To test the analytical skill of the concept OR to test the application skill of the concept.

Continuous Internal Assessment (CIA):

CIA is conducted for a total of 30 marks (Table 1), with 25 marks for Continuous Internal Examination (CIE), 05 marks for Alternative Assessment Tool (AAT).

Table 1: Assessment pattern for CIA

Component	Theory		Total Marks
	CIE Exam	AAT	
CIA Marks	25	05	30

Continuous Internal Examination (CIE):

Two CIE exams shall be conducted at the end of the 8th and 16th week of the semester respectively. The CIE exam is conducted for 25 marks of 2 hours duration consisting of two parts. Part–A shall have five compulsory questions of one mark each. In part–B, four out of five questions have to be answered where, each question carries 5 marks. Marks are awarded by taking average of marks scored in two CIE exams.

Alternative Assessment Tool (AAT):

Alternative assessments shall be conducted twice in a semester consisting of seminars and assignments and Marks shall be awarded considering the average of two alternative assessments for every course. The AAT may include seminars and assignments.

VI. HOW PROGRAM OUTCOMES ARE ASSESSED:

Program Outcomes		Level	Proficiency assessed by
PO 1	Managerial Skills: Apply knowledge of management theories and practices to solve business problems.	2	Seminars
PO 2	Decision making Skills: Foster analytical and critical thinking abilities for data-based decision making.	3	Assignments
PO 3	Ethics: Ability to develop value based leadership ability.	3	Seminars Assignments
PO 4	Communication Skills: Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.	3	Seminars Assignments
PO 5	Leadership Skills: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to at environment.	3	Seminars Assignments

3 = High; 2 = Medium; 1 = Low

VII. COURSE OBJECTIVES:

The course should enable the students to:	
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

VIII. COURSE OUTCOMES (COs):

CO Code	CO's	At the end of the student will have the ability to	PO's Mapped	Strength of Mapping
CMBB41.01	CO 1	To understand the importance and purpose of industrial relations	PO1, PO3	2
CMBB41.02	CO 2	To understand the role of trade unions in managing the industrial relations	PO1, PO3 PO 4, PO5	3
CMBB41.03	CO 3	Describe the causes of industrial disputes and settlement mechanisms	PO1, PO2 PO3, PO4	3
CMBB41.04	CO 4	Illustrate the grievance procedure mechanisms to manage the industry relations	PO1, PO2 PO3, PO4	3
CMBB41.05	CO 5	Examine the collective bargaining procedures and mechanisms	PO1, PO3 PO 4	3
CMBB41.06	CO 6	Illustrate labour welfare activities and worker's participation organizational activities	PO1, PO3 PO4, PO5	3
CMBB41.07	CO 7	Identify the role of wage policy and wage regulation machinery and various acts related to wage regulations.	PO1, PO3	3
CMBB41.08	CO 8	Describe various acts related to perks, bonus and incentives need to give to employees	PO1, PO3	3
CMBB41.09	CO 9	Understand the regulations and various acts related to manage factories and mines	PO1, PO5	3
CMBB41.10	CO 10	Understand the present scenario of industrial relations	PO1, PO3	3

3 = High; 2 = Medium; 1 = Low

IX. MAPPING COURSE LEARNING OUTCOMES LEADING TO THE ACHIEVEMENT OF PROGRAM OUTCOMES AND PROGRAM SPECIFIC OUTCOMES:

Course outcomes	Program Outcomes				
	PO 1	PO 2	PO 3	PO 4	PO 5
CMBB41.01	2		3		
CMBB41.02	2		3	3	3
CMBB41.03	2	3	3	3	
CMBB41.04	2	3	3	3	
CMBB41.05	2		3	3	
CMBB41.06	2		3	2	3
CMBB41.07	2		2		
CMBB41.08	2		2		
CMBB41.09	2				3
CMBB41.10	2				3

3 = High; 2 = Medium; 1 = Low

X. ASSESSMENT METHODOLOGIES – DIRECT

CIE Exams	PO1, PO2, PO3 PO4, PO5	SEE Exams	PO1, PO2, PO3 PO4, PO5	Assignments	PO2, PO3 PO4, PO5	Seminars	PO1, PO3 PO4, PO5
Laboratory Practices	-	Student Viva	-	Mini Project	-	Certification	-
Term Paper	-						

XI. ASSESSMENT METHODOLOGIES – INDIRECT

✓	Early Semester Feedback	✓	End Semester OBE Feedback
✗	Assessment of Mini Projects by Experts		

XII. SYLLABUS

UNIT-I	INDUSTRIAL RELATIONS
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:

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
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
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
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:	
1 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 Editioon, 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, 3. 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 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	

XIII. COURSE PLAN:

The course plan is meant as a guideline. Probably there may be changes.

Lecture No.	Topics to be covered	Course Outcomes	Reference
1-3	Introduction, Dunlop's Industrial relations systems, characteristics of Indian IR System;	CO 1	T1, T2
4-5	Trade Unions: Union Purpose. Trade union, functions, methods	CO 1	T1
6-7	Politics, types of unions, Trade Unions in India: Union Structure and characteristics.	CO 1	T1, T3
10	Case 1. Let us get back to work (p.no.720, C.B.Mamoria)	CO 3	T2
11	Case 2. A case of complicated multi-union manoeuvres (J.A. Kulkarni)	CO 4	T1,T3

12	Role of state dispute settlement machinery and its instruments,	CO 5	T2
13	legislation: Causes of disputes, Right to Strike, Major Strikers,	CO 5	T1,T3
14-15	Tripartite and Bipartite Bodies, Standing orders and Grievance Procedure	CO 6	T1,T3
16-17	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)	CO 6	T1,T3
Lecture No.	Topics to be covered	Course Outcomes	Reference
18	Collective bargaining – Definition, Procedure	CO 6	T3
19	Conciliation - Definition , procedure, parties,	CO 7	T2
20-21	Arbitration, adjudication, The Industrial dispute Act 1947,	CO 7	T1
22-23	Labour welfare work, labour welfare officer, worker’s participation.	CO 7	T2
24-27	Case 1.who is to be blamed (p.no. 685, C.B.Mamoria)	CO 8	T3
28-29	Wage policy and wage regulation machinery, wage legislation,	CO 8	T2
30-31	Payment of wages Act 1936, The payment of bonus Act,1965	CO 9	T1,T3
32-33	Case 1. Rules and regulations still guide actions at UPS (p.no. 37, C.B.Mamoria)	CO 9	T2
34-37	The factories Act 1948- Definitions clauses, sections, penalties, rules	CO 10	T1,T3
38-39	Mines Act 1952 – Definitions clauses, sections, penalties, rules	CO 11	T1,T3
40	Industrial relations and technological change.	CO 11	T3
41-43	Case 1. Organizations and unions working as partners (p.no. 738, C.B.Mamoria)	CO 12	T1,T3

XIV. GAPS IN THE SYLLABUS – TO MEET INDUSTRY / PROFESSION REQUIREMENTS:

S. No	Description	Proposed actions	Relevance with Pos
1	Minimum wages Act	Seminars	PO1, PO 3
2	ESI act	Seminars	PO1, PO 3

Prepared by:

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