

## 3.5.2 | INDUSTRIAL AND EMPLOYEE RELATIONS

### 1. GENERAL INFORMATION

No. of Credits per week	4
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### 2. PERSPECTIVE OF THE COURSE

The legal aspects of HR and our legal system have a pervasive impact on business activities. Decisions of PM and/or IR executives frequently raise issues which should be carefully evaluated as to their legal consequences before they are implemented. The failure to appreciate these legal implications can lead to seriously damaging, if not disastrous, results for an organization. The approach of this course would be to address National Laws and APEX court decisions that relate to law of the country in general and Labour Laws in particular.

### 3. COURSE OBJECTIVES AND OUTCOMES

#### OBJECTIVES

- To develop an understanding of the interaction pattern among labour, management and the State
- To build awareness of certain important and critical issues in Industrial Relations

#### OUTCOMES

- By the end of this course the student would learn basic knowledge of the Indian Industrial Relations System and its distinctive features in comparison to other countries

### 4. COURSE CONTENT AND STRUCTURE

**1**

#### MODULE 1: INDUSTRIAL RELATIONS 8 HOURS

Definition – Nature - Evolution of IR in India - Context and environment of IR .- Three actors and their roles in IR -Approaches to IR &HR Relations - Gandhian approach - Marxian approach and Dunlop’s Systems approach. Emerging Trends in IR, Future of IR in India

2

**MODULE 2 : IR POLICIES**

**12 HOURS**

The state and IR policies - Evolution of IR policies - National Commission on Labour & IR policy (1969) - Grievance procedure – discipline - Labour courts - Collective bargaining: concept and development - Industrial unrest in India

Industrial Disputes Act 1947 - Objects Of The Act - Important Definitions: Authorities Under The Act - Causes Of Industrial Disputes - Types Of Industrial Disputes - Prevention Of Industrial Disputes - Reference Of Disputes Settlement - Strikes - Lock-Outs - Lay Off-Retrenchment - Unfair Labour Practices - Standing Orders - Service Rules –Misconduct - Principles Of Natural Justice - Domestic Enquiry - Remedial Counseling

3

**MODULE 3: TRADE UNIONS**

**10 HOURS**

Reasons and types of trade unions - Trade union movement in India - Problems and challenges of trade unions - Functions of trade unions - Strengthening trade unions, Indian Trade Unions Act, 1926 – Registration, need for recognition and rights, Central trade unions in India - Participative management - Forms and levels of participation - Process of negotiation - Prerequisites of collective bargaining -Employee empowerment - Tripartite and bipartite bodies - Joint Management council - Conciliation machinery : Mediation, arbitrations -adjudication.

4

**MODULE 4: LABOUR LEGISLATIONS**

**10 HOURS**

Labour legislation in India - Social security and welfare legislations - Concept of social security - ILO and social security -Social security measures in India - Workmen's Compensation Act,1923 - Employees State Insurance Act, 1948 -Employees Provident Fund and (Miscellaneous Provisions) Act, 1952 - Maternity benefit Act,1961,Payment of Gratuity Act 1972, Payment of Bonus Act 1965.

5

**MODULE 5: WELFARE LEGISLATIONS**

**10 HOURS**

The Factories Act 1948 - Plantation Labour Act 1951 - Contract Labour (Regulations and Abolitions Act-1970, Shops and Establishment Act, Latest rules regarding industrial relations in IT and ITES industries. Functions of Labour Department in Karnataka, Officers under the department and their duties and responsibilities.

# 6

## MODULE 6: EMERGING ISSUES 06 HOURS

Labour legislation pertaining to employees working on night shifts; specific provisions for female employees, ethical issues arising due to night shift and HR intervention; impact of night shift working on family and social life

### 5. PEDAGOGY

- Lectures
- Practical Exercises – Individual and Group (Assignment to visit industries / interaction with executives)
- Case Studies / Case laws in Industrial Relations

### 6. TEACHING/LEARNING RESOURCES

#### ESSENTIAL READINGS

1. C B Marmoria, "Dynamics of Industrial Relations in India", Vikas Publishing, New Delhi.
2. P C Tripathi, "Personnel Management and Industrial Relations", S Chand, New Delhi.
3. P SubbaRao, "Human Resources Management & I R", S Chand, New Delhi.
4. Arun Monappa & Ranjeet Nambudiri, "Industrial Relations and Labour Laws", Tata McGraw Hill 2nd edition.
5. C.S Venkata Ratnam, "Industrial relations", Oxford University Press
6. B.D.Singh, "Industrial Relations", Excel books
7. B.D.Singh, "Labour Laws for Managers", Excel books