



TEACHING PLAN: PAPER NAME: INDUSTRIAL RELATION

SCHOOL: ASOM		ACADEMIC SESSION- 2020- 2022	M.BA - 4TH SEMESTER FOR STUDENTS' BATCH: 2019		
1	Course code	SEM – IV			
2	Course Title	INDUSTRIAL RELATIONS			
3	Credits	4			
4	Learning Hours	Contact Hours	60		
		Assessment	20		
		Guided Study	20		
		Total hours	100		
5	Course Objective	<p>(1) Industrial relations constitute one of the most delicate and complex problems of the modern industrial society.</p> <p>(2) This paper has been made keeping in mind all kind of Industrial relation problems and how to handle them effectively.</p> <p>(3) The objective of this paper is to develop a conceptual and practical framework of Industrial relations i.e. Relationship between employee and management.</p>			
6	Course Outcomes	<p>1. Students should able to elaborate the concept of industrial relations.</p> <p>2. Students should able to illustrate the role of trade union in the industrial set up.</p> <p>3. Student should be able to summarize the important provisions of Wage Legislations, in reference to Payment of Wages Act 1936, Minimum Wages Act 1948 & Payment of Bonus Act 1965</p>			
7	Outline syllabus:				
7.01	Unit	Section	Introduction	Reference number	Teaching methods
7.02	Unit I	(a)	Industrial Relations- Concept and scope, Stake holders; Approaches to Industrial Relations;	TB1 1-17	PPT White Board +PPT
		(b)	Labor Market, Demand and Supply of Labor,	TB 1 71-73	White Board +PPT
		(C)	Nature and composition of Indian labor, Employment and Unemployment Scenarios.	TB1 74-75	PPT White Board +PPT
7.03	Unit- II	(a)	History: Evolution of Industrial Relations UK), Emergence of Industrial relations/	TB1 28-51	White Board + PPT
		(b)	Government initiatives, Industrial relations machineries	TB1 129-134	White Board +

					PPT
		(c)	ILO and its impact on Indian IR scenarios.	TB1 244-246	White Board + PPT
7.04	Unit III	(a)	Industrial Disputes resolutions: Sources – Wages, service conditions and discipline, Concept of wages, Wage theories, wage differentials, Regulations for protection of wages	TB1 322-330	White Board + PPT
		(b)	service conditions and Work discipline. Law of natural justice and domestic enquiries;	TB1 276-290	White Board + PPT
		(c)	Workers participation in Management, Works committees, Joint Councils.	TB1 334-343	White Board + PPT
7.5	Unit IV	(a)	Industrial Conflict: Negotiation, Mediation/ Conciliation, Arbitration	TB 1 350-364	White Board +PPT
		(b)	Adjudication- Labor court, Industrial Tribunal, National Tribunal;	TB 1 286-289	White Board +PPT
		(c)	Special reference to Pay Commissions	TB1 289-290	White Board +PPT
7.06	Unit V	(a)	Trends: Globalization and its impact on Industrial Relations, Employee Engagement practices	TB1 350-369	White Board +PPT
		(b)	current trends in Industrial Relations in India, Industrial Relations bill- ifs and buts,	TB1 35-37, 61-62	White Board +PPT
		(c)	Ethics, governance and Industrial Relations.	TB 1 370-389	White Board +PPT
8	Course Evaluation				
8.10	CA: 40%				
8.1	Attendance	5%			
8.12	Assignment & Presentation	20%			
8.13	Class Test	15%			
8.16	Any other	--			
8.2	MTE	20%			
8.3	End-term examination: 40%				
9	Text Books & References				
9.1	Text books	TB1.P. N. Singh, Neeraj Kumar, Employee Relations Management, Pearson TB2. Personnel Management and Industrial Relations, P.C. Tripathi, Sultan chand and sons			

9.2	References	RB1: ArunMonappa, Industrial Relations, Tata McGraw Hill. RB2: Michael V P, HRM and Human Relations, Himalaya publications. RB3: Mamoria and Mamoria, Dynamics of Industrial Relations in India, Himalaya publications. .
9.3	Video References	https://www.youtube.com/watch?v=Z8QDawyA958 https://www.youtube.com/watch?v=6J-VvleH06k https://www.youtube.com/watch?v=IYAB0YTTTT7U https://www.youtube.com/watch?v=B6zkYcVXrMI https://www.youtube.com/watch?v=ITjYFxpwr4 https://www.youtube.com/watch?v=Y4XHzX5VE7g

Mapping of Outcomes v. Topics

Outcome no. →	1	2	3	4	5
Syllabus topic↓					
Paper Code Unit I (a)	√				
Paper Code Unit I (b)	√				
Paper Code Unit I (c)	√				
Paper Code Unit II (a)		√			
Paper Code Unit II(b)		√			
Paper Code Unit II(c)		√			
Paper Code Unit III (a)			√		
Paper Code Unit III(b)			√		
Paper Code Unit III(c)			√		
Paper Code Unit IV (a)				√	
Paper Code Unit IV(b)				√	
Paper Code Unit IV(c)				√	

Question Banks

Following question is of 4 Marks

- (1) Define Industrial Peace
- (2) Write a short note on Form of Strike.
- (3) Explain in brief about Industrial disputes.
- (4) Define Tactics of negotiation.
- (5) Discuss collective bargaining.
- (6) Define Industrial relations in post – independence period.

- (7) Explain the causes of poor industrial relations.
- (8) Write a short note on unjustified strikes.
- (9) Give a brief account of primary strike and secondary strike.
- (10) Discuss the following in details:
 - (i) Conciliation
 - (ii) Adjudication
 - (iii) Arbitration
- (11) Write about Dunlop's system framework of industrial relation.
- (12) Describe the various causes and consequences of industrial disputes.

Following question is of 10 Marks

1. Explain the role played by the state in industrial relations.
 2. Write a brief note on government policies and industrial relations.
 3. Explain the causes of industrial conflicts.
 4. Explain briefly the causes of industrial conflicts.
 5. What is meant by the Industrial Relations? Discuss the significance of good industrial relations.
 6. Discuss the system approach to the study of industrial relations
 7. Assess the role of labour policies in the maintenance of industrial peace.
 8. Define strikes and lockouts as used in Industrial Disputes Act 1947, State the comparison between lockouts and closure and between lockout and strike.
 9. Define strikes and lockouts as used in the Industrial Disputes Act 1947, State the comparison between lockout and closure between lockout and strike.
 10. Discuss the causes and consequences of industrial conflicts.
 11. Give the meaning of the terms strikes and lockouts. Discuss the provisions of the industrial disputes act 1947 relating to strikes and lockouts.
 12. Discuss the causes and consequences of industrial conflicts in our country.
 13. State and explain the machineries that can be used for prevention and settlement of industrial disputes.
 14. Discuss the concept and significance of negotiation for good and industrial relations.
 15. Explain the important types of industrial conflicts in India.
 16. What is collective bargaining Discuss the features of collective bargaining.
 17. What is industrial relations? Discuss the significance of good industrial relations.
 18. Discuss the causes and consequences of industrial conflicts.
 19. What do you mean by the good industrial relations, Discuss the conditions for good industrial relations?
 20. Define trade union. What are the objectives and characteristics of trade union?
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21. Elaborate the objectives, scope and characteristics of industrial relations.
 22. Define Unfair labour trade practice. Explain the rights of trade unions against unfair labour practice.
 23. Define Industrial dispute. Explain the process and mechanisms available for resolving industrial disputes between employee and employer.
 24. Describe the various causes and consequences of industrial disputes.
 25. Define Grievance. Explain steps involved in grievance handling between the employees.
 26. Discuss the role of tripartite and Bipartite bodies in resolving the industrial disputes.
 27. Define collective bargaining, Discuss about legal framework of collective bargaining.
 28. Examine the collective bargaining procedures and mechanisms in details.
 29. The payment of wages act 1936 provides that the wages are to be paid in a particular form at regular interval and without any authorized deductions. Explain.
 30. Discuss the provisions of payment of wages act 1936. And explain the concept of deduction from wages for absence from duty.
 31. Discuss the provisions of the payment of wages act 1936. And explain the concept of deductions from wages for absence from duty.
 32. Elucidate briefly the procedure for fixing minimum wages. What is the composition of such minimum rate of wages?
 33. Explain and illustrate concept of the payment of Bonus Act 1965.
 34. What are the Remedial measures taken to bring down the rate of accidents in Mines?
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Project for students

- (1) A study of impact of manpower training and development as a requirement for organizational efficiency.
 - (2) A study of impact of manpower training and development on employees.
 - (3) Collective bargaining and its impact on organisational productivity.
 - (4) Impact of human resource management on organisational effectiveness and development.
 - (5) Managing conflict in an industrial sector.
 - (6) Managing conflict in an industrial sector.
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