

THE ICFAI UNIVERSITY, JAIPUR
IBS Business School
Course Handout
MBA (Class of 2016)
First Semester: 2015-2016

Course Code/No.	Course title	L	P	U
SL HR 605	Industrial Relations	3	0	3

1. Instructor-in-charge : **Shweta Jain**
Instructor(s) : F-136
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2. Scope & Objective of the course:

This course exposes the students to the issues involved in maintaining good employee relations. The paradigm shift from industrial relations to employee relations & the impact on unionized activity is discussed with its historical perspective. The Statutes will be covered with respect to the aim, its relevance, implications & implementation in the corporate world.

At the end of the course, the student will be able to:

- 1) Analysing the concept of employment relations with all its contractual implications.
- 2) Assessing the role of trade unions and its impact on business culture and industrial environment.
- 3) Identifying the various means of managing disciplines, controlling conflicts and resolving industrial disputes.
- 4) Studying the various labour legislations and its impact on the labour force.
- 5) Discuss industrial relations in the global perspectives.

3. (a) Textbook(s):

T1	Industrial Relations and Labour Laws, Arun Monappa, 2 nd e, 2012, Tata McGraw Publications
T2	Industrial Relations and Labour Laws, B D Singh, 1 st e, 2008, Excel Books

(b) Reference book(s):

R1	Industrial Relations and Personnel Management, Pylee MV, George Simon A. 2 nd e, 2007, Vikas Publishing House Pvt. Ltd.
R2	Industrial Relations Trade Unions & Labour Legis, Sinha, P R N. Dorling Kindersley (India) Pvt Ltd, 2006

(c) Other readings:

A Study of Labour Laws in India (Compiler)

Lecture-wise plan

Lecture/ Session Nos.	Learning Objectives	Topics to be covered	Reference (Chapter/Sec./ Page Nos. (of Text/ Ref. Books)
1-3	Concept, Perspective and Organization: Human Resource Development in Perspective – Impact of Industrial Revolution –Industrial Relations: Concept – Importance of Industrial Relations – Scope and Aspects of Industrial Relations – The Management – The Government -Factors Affecting Industrial Relations – Perspectives/Approaches to Industrial Relations - Organization for Industrial Relations – Dimensions of Industrial Relations Work – Pre-requisite Successful Industrial Relations Program	Industrial Relations: Concept, Perspective and Organization (Including case discussion)	T1/Chapter 1 & 2
4-6	Evolution of Industrial System – Occupations in Ancient India – Labor in Medieval India – Guilds and Unions –Industrial Relations – Early British Rule-First World War to Pre Independence Period	Evolution of Industrial Relations	T2/ Chapter 2
7-10	Trade Union Concept- Features Functions – Function of Trade Unions in the USSR, China, USA, UK, and India – Evolution of Trade Unions – Types and Structure of Trade Union – Crafts Versus Industrial Unions –Views of the NCL on Pattern/Structure of Trade Unions – Structure of Trade Unions in India – Union Security – Three Characteristics Needed – Methods of Achieving the Objectives	Trade Unionism Concept, Functions, Approaches, Structure and Security (Including case discussion)	T1/Chapter 3 & 4
11-13	Labor Movement or Trade Union Movement – Why the Trade Union Movement? –	Trade Union Movement in India	T1/Chapter 1 & 4

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	<p>Growth and Development of the Trade Union Movement – Social Welfare Period – Early Trade union Period – Left-wing Unionism Period –Trade Union’s Unity Period – Second World War Period – The Post-Independence Period - Present Scenario of the Trade Union Movement – The Central Trade Unions – The Indian National Trade Union Congress – All India Trade Union Congress – United Trade Union Congress – Bhartiya Mazdoor Sangh – National Front of Indian Trade Unions –Centre of Indian Trade Union – Comparative Study of Four Original Central Organizations.</p>		
14-17	<p>Introduction- Main problems – Inter Union Rivalry – Recommendations of ILC Standing Committee – Code of Conduct –Recommendations of NCL – Under the Maharashtra Act – National Commission on Labors Views on Rights of Recognized Unions – Trade Unions under the plans – Recommendations of National Commission on Labor for Strengthening Trade Union – Essentials for Success of a Trade Union –Unfair Practice by Recognized Trade Union – General Unfair Labor Practice</p>	<p>Problems of Trade Unions (Including case discussion)</p>	<p>T1/Chapter 1 & 4</p>
18-19	<p>Worker’s Education and Concept – Objective of Workers’ Education – Venue and Technique – Worker’s Education in India – The Scheme for Worker’s Education – Three Levels of Worker’s Education – Special Category Programs – Evaluation of the Scheme –Worker’s Training – Training Scheme of DGET</p>	<p>Worker’s Education and Training</p>	<p>T1/Chapter 12 & 13 R1/Chapter 11</p>

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20-24	Code of Discipline in industry- Criteria for recognition of TU- Rights of recognized unions under the Code of Discipline- Fostering discipline in industry- Employee Discipline-Positive discipline-Disciplinary action process-Standing orders- Judicial Intervention-Domestic Enquiry- Framing the charge sheet-Suspension of pending enquiry-notice of enquiry- Enquiry Officer-Domestic Enquiry Proceedings- Representations of a legal practitioner-Principles of Natural justice-Criminal proceedings on domestic enquiry-findings and conclusions of Enquiry Officer- Award of Punishment.	Discipline (Including case discussion)	T1/Chapter 9
25-28	Concept – Main Features of Collective Bargaining – Importance of Collective Bargaining – Principles of Collective Bargaining – Contents and Coverage of a Collective Bargaining Agreement – Forms of Collective Bargaining – Developing a Bargaining Relationship – Process of Negotiation during Bargaining – For union and Management for Trade Union – The Attitude of the parties – Collective Bargaining in India – Recent Trends in Collective Bargaining the Issue Side – Collective Bargaining Agreements at Different Levels – Plant, Industry and National Level – Prerequisites of Collective Bargaining Agreements at Different Levels – The National Commission on Labor or Collective Bargaining.	Collective Bargaining (Including case discussion)	T1/Chapter 7

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29-31	Conciliation – Arbitration – Adjudication	Settlement Machinery	T1/Chapter 10 R1/ Chapter 27
32-38	The Trade Union Act, 1926 – The Industrial Employment (standing Orders) Act 1946 – The Industrial Disputes Act, 1947 – Legislation Relating of Factories. Maternity act, PF and gratuity act, payment of wages act, bonus act, ESI and WC act.	Industrial Relations and Related Legislation	T2/Chapter 6-10 R1/Chapter 28
39-42	Trade Union – Membership – Compulsory Arbitration – Joint Consultation and workers Participation in Management – Joint Consultation – Workers Participation	Industrial Relations Systems - Global Perspectives Unionization of IT-ITES Sector Employees - Issues	T1/Chapter 12, 15 & 16

5. Evaluation Scheme:

Component	Duration (hr/min)	Weightage (%)	Course coverage/ Syllabus	Date/ Time	Remarks
Individual Assignment	--	5	Sessions 1-6	Announcement date: 18/06/15 Submission date: 25/06/15 Thursday	Library / web research based assignment
Group Project 1	--	5	Sessions 7-10	Announcement date:03/07/15 Submission date: 17/07/15 Friday	Field study based project
Seminar 1	--	5	Sessions 11-17	Announcement date: 17/07/15 Seminar date: 24/07/15 Friday	Topic based on the given sessions in consultation with instructor-in-charge
Academic Interaction & regularity in class	continuous	2 + 3 (5)	--	--	Evaluated by the instructor in the middle of the semester
Mid Term Examination	1 hour 30 minutes	20	1-19	28/07/15 Tuesday	Closed book written Examination
Group Project 2	--	5	Sessions 20-24	Announcement date: 14/08/15 Submission date: 21/08/15 Friday	Outbound Training Methodology based Project
Seminar 2	--	5	Sessions 25-31	Announcement	Topic based on the

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				date: 21/08/15 Seminar date: 28/08/15 Friday	given sessions in consultation with instructor-in-charge
Case Study analysis and write-up submission	--	5	Sessions 32-38	Announcement date: 5/09/15 Submission date: 12/09/15 Friday	Conceptual clarity & analytical skills
Academic interaction & regularity in class	continuous	2 + 3 (5)	--	--	Evaluated by the instructor in the middle and at the end of the semester
End Term Examination	3 hours	40	Sessions 1-42	23/09/15 Wednesday	Closed book written examination (5 to 6 subjective questions and 1 or 2 caselets)
	TOTAL	100			

6. **Chamber Consultation Hours:** Every Friday between 5.00 pm to 6.00 pm

7. **Make-up Policy:** Make up tests will be allowed to the students only in case of genuine circumstances. However, there has to be a prior and proper intimation to the Program Coordinator

8. General:

- a. Assignments topic will cover the given syllabus but it should be aligned with the current business scenario
- b. Pre mid- term Test will be of MCQs, conceptual theories and problems. Post Mid-term test shall be of problem and conceptual theories.

Date: __ _ **01-06-2015** __ _

Shweta Jain
Name & Signature of I/C

Form: GT/2