

ST. JOSEPH'S COLLEGE (AUTONOMOUS)

BENGALURU-27



Re-accredited with 'A++' GRADE with 3.79/4 CGPA by NAAC
Recognized by UGC as College of Excellence

DEPARTMENT OF INDUSTRIAL RELATIONS

PROPOSED SYLLABUS FOR UNDERGRADUATE
PROGRAMME AS PER THE NEW EDUCATION POLICY

SEMESTER ONE AND SEMESTER TWO

OPEN ELECTIVE PAPERS IN
INDUSTRIAL RELATIONS

(TO BE APPROVED BY THE BOS IN INDUSTRIAL
RELATIONS DURING THE BOS MEETING TO BE HELD
SHORTLY)

For Batch 2021-2024

NEW EDUCATION POLICY: SYLLABUS FOR OPEN ELECTIVE IN INDUSTRIAL RELATIONS FOR SEMESTER ONE

Semester	I
Paper Code	Open Elective Paper-Industrial Relations
Paper Title	BASIC INTRODUCTION TO INDUSTRIAL RELATIONS AND EMPLOYEE RELATIONS
Number of teaching hours per week	03
Total number of teaching hours per semester	42
Number of credits	03

Objectives:

**To sensitize the students with the basics of Industrial Relations and Employee Relations
To provide basic understanding about Industrial Relations as an inter-disciplinary, social science and managerial science, to non-Industrial Relations students**

Module 1: INTRODUCTION: (10 hours)

Concept of Industry and Industrial Relations.

Development of Industry and Industrial Relations.

Meaning of Employee Relations and its difference with Industrial Relations.

Nature and Scope of Industrial Relations as an inter-disciplinary subject.

Tripartite Scheme of Industrial Relations.

Approaches to Industrial Relations

- Sociological Approach
- Psychological Approach
- Marxian Approach
- Trusteeship Approach

Module 2: State of Industrial Relations (10 hours)

Meaning of Good and Poor Industrial Relations

Causes for poor industrial relations.

Indicators of Poor Industrial Relations

- a. Absenteeism
- b. Labour Turn Over
- c. Industrial Indiscipline
- d. Grievances [with special reference to women employees in India]
- e. Strikes
- f. Lock outs.

Module 3: TRADE UNIONS AS AN ESSENTIAL COMPONENT OF INDUSTRIAL RELATIONS (08 hours)

Definitions of Trade unions. Reasons for formation of trade unions.

Characteristics of Trade Unions.
Functions of Trade Unions
Types of Trade Unions.
Problems faced by Trade unions and future of trade unions

Module 4: COLLECTIVE BARGAINING IN INDIA (08 hours)

Concept. Essential Pre requisites for collective bargaining. Levels of Collective Bargaining- Plant Level, Industry Level and National Level
The Collective Bargaining Process
Advantages and disadvantages of collective bargaining.

Module 5: Labour Laws and Industrial Relations (06 hours)

Meaning of Labour Laws. Importance of Labour Laws in Industrial Relations.
Few examples of Labour Laws, specific to India, with a brief introduction-
The Industrial Disputes Act, 1947, The Payment of Wages Act, 1936, The EPF (and Miscellaneous Provisions) Act, 1952, The ESI Act, 1948

OPEN ELECTIVE PAPER- SEMESTER ONE: BASIC INTRODUCTION TO INDUSTRIAL RELATIONS AND EMPLOYEE RELATIONS

BOOKS FOR REFERENCE:

1. *Gandhi, M.K., Capital and Labour, Bharatiya Vidya Bhavan, Mumbai, 1998*
2. *Gandhi M K: Satyagraha in South Africa, Bharatiya Vidya Bhavan, Mumbai, 1998*
3. *Karl Marx & Frederick Engels: Manifesto of the Communist Party, Progress Publishers, Moscow, 1986*
4. *Bose, Subhas Chandra, The Trade Union Movement, Selected Speeches of Subhas Chandra Bose, Publication Division, Government of India, New Delhi, 1992*
5. *Giri V V: Labour Problems in Indian Industry, Asia Publishing House, Mumbai, 1972*
6. *Yoder, Dale: Personnel Management and Industrial Relations, Oxford University Press, 1972*
7. *Davar R S: Personnel Management and Industrial Relations in India, Himalaya Publishing House, Mumbai, 1998*
8. *Mamoria C B: Industrial Relations in India, Himalaya Publishing House, Mumbai, 1998*
9. *Venkata Ratnam, C.S., Industrial Relations, Oxford University Press, New Delhi, 2006*
10. *Schneider, Eugene V, Industrial Sociology, Tata McGraw Hill, New Delhi, 1983*
11. *Lenin, V.I., On Trade Unions, Progress Publishers, Moscow, 1986*
12. *Pylee M.V., George Simon A, Industrial Relations And Personnel Management, Vikas Publishing House, New Delhi, 1996*
13. *Pylee M V: Worker's participation in Management, Vikas Publishing House, New Delhi, 1996*
14. *Dayal, Sahab, Industrial Relations Systems in India: A Study of Vital Issues, Sterling Publishers, New Delhi, 1980*
15. *Arun Monappa: Industrial Relations*
16. *Sharma A M : Industrial Relations*
17. *Ahuja K K : Industrial Relations Theory and Practice*
18. *Jerome Joseph: Strategic Industrial Relations Management*

19. Kapoor, N.D., *Elements of Industrial Law*, Sultan Chand, New Delhi, 2020
20. Garg, Ajay, *Labour Laws one should know*, Nabhi Publication, New Delhi, 2020

Course Outcomes: At the end of the course, the student should

CO1	Knowledge	Have developed a good knowledge of basic concepts associated with Industrial Relations
CO2	Understand	Have developed a very good understanding of Industrial Relations as an Academic Discipline and as a Profession
CO2	Apply	Be able to perform basic duties associated with HRM and Industrial Relations Management
CO3	Analyze	Be able to critically look at and explain the root cause of specific Labour Problems Industries and other organizations
CO4	Evaluate	Be able to evaluate work environment with reference to employee relations, objectively
CO5	Create	Be able to design work culture/ policies conducive to good Industrial Relations

NEW EDUCATION POLICY: SYLLABUS FOR OPEN ELECTIVE IN INDUSTRIAL RELATIONS FOR SEMESTER TWO

Semester	II
Paper Code	Open Elective Paper-Industrial Relations
Paper Title	INTRODUCTION TO LABOUR WELFARE
Number of teaching hours per week	03
Total number of teaching hours per semester	42
Number of credits	03

Objectives:

To enable students to understand the concepts of Labour Welfare

To enable students, understand the role of Labour Welfare in Industrial Relations

To enable students, understand various facets of Labour Welfare with special reference to modern Industries in the era of Globalization in the Indian Context.

Module 1: CONCEPT LABOUR WELFARE (10 hours)

Meaning of Industrial Relations.

Meaning of Labour Welfare-its Origin in the Industrial World

Merits and Demerits of Labour Welfare.

Types of Labour Welfare - Statutory and Non-Statutory.

Module 2: OCCUPATIONAL HAZARDS (08 hours)

Meaning. Occupational Hazards, Industrial Health and Industrial Safety.

Industrial Accidents-causes and prevention.

Meaning of Safety and Need for safety in Industries.

Job stress. Measures to tackle stress.

Alcoholism and Drug abuse among workers. Remedies.

Module 3: LABOUR WELFARE IN INDIA (08 hours)

Statutory Provisions in India.

The Factories Act, 1948-Statutory Provisions relating to Labour Welfare, Industrial Health and Industrial Safety in Factories.

Role of H.R. Managers in Labour Welfare.

Module 4: INTERNATIONAL LABOUR ORGANISATION AND LABOUR WELFARE (08 hours)

International Labour Conventions.

Meaning of ILO Conventions and Recommendations.

Few Important ILO Conventions Ratified by India- Convention Numbers 1, 4, 5, 6, 11, 14, 15, 16, 18, 19, 21, 22, 26, 29, 32, 41, 42, 45, 81, 88, 89, 90, 100, 107, 111, 115, 118, 141, 144, 160

Reasons for India Ratifying Convention No.138-Minimum Age Convention and Convention No.182-Worst Forms of Child Labour Convention. (w.e.f. 12/June/2017)

Module 5: QUALITY OF WORK LIFE (08 hours)

Introduction. Meaning of QWL.

Specific issues in QWL.

QWL and Productivity.

Barriers in QWL.

Strategies for improvement of QWL.

BOOKS FOR REFERENCE: INTRODUCTION TO INDUSTRIAL RELATIONS AND LABOUR WELFARE

1. *Davar R S: Personnel Management and Industrial Relations in India, Himalaya Publishing House, Mumbai, 1998*
 2. *Mamoria C B: Industrial Relations in India, Himalaya Publishing House, Mumbai, 1998*
 3. *Venkata Ratnam, C.S., Industrial Relations, Oxford University Press, New Delhi, 2006*
 4. *Schneider, Eugene V, Industrial Sociology, Tata McGraw Hill, New Delhi, 1983*
 5. *Lenin, V.I., On Trade Unions, Progress Publishers, Moscow, 1986*
 6. *Pylee M.V., George Simon A, Industrial Relations And Personnel Management, Vikas Publishing House, New Delhi, 1996*
 7. *Pylee M V: Worker's participation in Management, Vikas Publishing House, New Delhi, 1996*
 8. *Davar R S: Personnel Management and Industrial Relations in India, Himalaya Publishing House, Mumbai, 1998*
 9. *Mamoria C B: Industrial Relations in India, Himalaya Publishing House, Mumbai, 1998*
 10. *Kapoor, N.D., Elements of Industrial Law, Sultan Chand, New Delhi, 2020*
 11. *Garg, Ajay, Labour Laws one should know, Nabhi Publication, New Delhi, 2020*
 12. *Aswathappa, K, Human Resource Management, Tata McGraw-Hill, New Delhi, 2015*
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Course Outcomes: At the end of the course, the student should

CO1	Knowledge	Have developed a good knowledge of basic concepts associated with Labour Welfare and associated terms
CO2	Understand	Have developed a very good understanding of Labour Welfare as an Academic Discipline and as a Profession in association with HRM
CO2	Apply	Be able to perform basic duties associated with HRM-with emphasis on Employee Welfare
CO3	Analyze	Be able to critically look at problems faced by or perceived by employees and explain the root cause of specific Labour Problems connected with lack of labour welfare
CO4	Evaluate	Be able to evaluate work environment with reference to employee welfare and relations, objectively
CO5	Create	Be able to design work culture/ policies conducive to good Industrial Relations with appropriate labour welfare measures