

BBA III Year	BBA-E519/619		Semester-V/VI		
	Management Of Industrial Relations				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Semester Examination (ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	30 (20+10)	70	100	06	60

OBJECTIVE: To acquaint students with concepts of Industrial Relations and various legislations related to Labour Welfare and Industrial Relations.

- Concept of industrial relations, aspects of industrial relations, conflict and cooperation, parties in industrial relations, workers employers and government, trade unions, objectives collective bargaining. **(12 Hours)**
- Workers participation in management, levels of participation, mode of participation Works Committee, Joint Management councils, Worker Director, Grievance Procedure, Quality Circles. **(12 Hours)**
- Trade Union Act 1926, Immunity granted to Registered Trade Unions, Recognition of Trade Unions. The Industrial Employment (Standing Orders) Act 1946, scope, coverage, certification process, modification, interpretation, and enforcement. The Industrial Disputes Act 1947, forum for settlement of disputes, instruments of economic coercion, strikes, lockouts and closure. **(12 Hours)**
- Salient features, coverage of employees and employers, rules and benefits relating to The Payment of Wages Act 1936, The Payment of Gratuity Act 1972, The Minimum Wages Act 1948, and The Payment of Bonus Act 1965. **(12 Hours)**
- The Factories Act 1948, definition, approval, licensing and registration, health and welfare measures ,employment of women and young persons ,leave with wages and weekly holidays. **(12 Hours)**
- The salient features, coverage of employees and employers, and benefits under The Provident Fund and Miscellaneous Provisions Act 1952 and Employees' Pension Scheme and Employees State **(12 Hours)**

SUGGESTED READINGS:

1. Chhabra, T.N.(2007).*Industrial Relations and Labour Laws*. Delhi: Dhanpat Rai Publishing House.
2. Ravindranath, E.I. (2013). *Industrial Relations in India*. McGraw Hill Education (India) Pvt. Ltd. New Delhi.
3. Srivastava, S.C. (2007). *Industrial Relations and Labour Laws*. New Delhi: Vikas Publishing House.
4. Sinha P.R.N., Sinha B.I. & Shekhar S.P.(2009).*Industrial Relation Trade Union and Labour Legislation*. New Delhi: Dorling Kindersley.

NOTE: The list of cases, specific references and books including recent articles will be announced in the class by concerned teachers from time to time.