

BBA III/IV Year	BBA-E127		Semester-V/VI/VII/VIII		
	Management of Industrial Relations				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Term Examination(ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	30(20+10)	70	100	04	40

	Course Outcomes:	Mapped Program Outcomes
CO.1	Understand establishing & maintaining a sound relationship between the worker & the employer.	PO1, PO2, PO3, PO5
CO.2	Identify and rectify the simmering issues which might take the form of a dispute in the workplace.	PO3, PO5, PO7
CO.3	Clarify the use & importance of various Acts & their uses in Industrial Relations.	PO3, PO4
CO.4	Raise the productivity in the organization to curb the employee turnover & absenteeism.	PO1, PO2, PO5
CO.5	Understand the significance & functioning of Trade Unions.	PO1, PO3, PO6, PO8

- Concept of industrial relations, aspects of industrial relations, conflict and cooperation, parties in industrial relations, workers employers and government, trade unions, objectives collective bargaining. Workers participation in management, levels of participation, mode of participation Works Committee, Joint Management councils, Worker Director, Grievance Procedure, Quality Circles. **(10 Hours)**
- Trade Union Act 1926, Immunity granted to Registered Trade Unions, Recognition of Trade Unions. 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. **(10 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. The Factories Act 1948. **(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 **(8 Hours)**

SUGGESTED READINGS:

1. Malik. P.L.(2021). *P. L. Malik's Handbook of Labour and Industrial Law*; Eastern Book Company.
2. Chhabra, T.N.(2020). *Industrial Relations and Labour Laws*. Delhi: Dhanpat Rai Publishing House.
3. Ravindranath, E.I. (2013). *Industrial Relations in India*. McGraw Hill Education (India) Pvt. Ltd. New Delhi.
4. Sinha P.R.N., Sinha B.I. & Shekhar S.P.(2009). *Industrial Relation Trade Union and Labour Legislation*. New Delhi: Dorling Kindersley.
5. Srivastava, S.C. (2007). *Industrial Relations and Labour Laws*. New Delhi: Vikas Publishing House.



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.

