

	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	70	100	03	40

OBJECTIVE: The objective of this course is to acquaint the students with the concepts and practices of Industrial Relations.

- Industrial Relations, Meaning, Objectives, Scope, Conditions for Good Industrial Relations, Causes of Poor Industrial Relations, Effects of Poor IR, Suggestions to Improve Industrial Relations, IR in India, IR in Public Sector. Evolution of Industrial System, Essentials of Modern Industrial System, Impact of Industrial System. **Case Study1:** Anhui Xuanjiu Group: creating happiness for employees **(8Hours)**
- Industrial Dispute: Forms of Dispute, Causes of Disputes, Methods of Prevention and settlement of Industrial Disputes. **(8Hours)**
- Trade Unionism, Nature, Objectives and Functions, Growth and Development of the Trade Union Movement in India, Problems of Trade Unions, Rights of the Recognized Trade Unions, Essentials for Success of a Trade Union. **(8Hours)**
- Collective Bargaining, Structure of Collective Bargaining, Benefits of Collective Bargaining, Conditions for Successful Collective Bargaining, Collective Bargaining in India, Worker's participation in Management. **Case Study2:** Quota for the employment of disabled people in Russia: strategies for compliance. **(8Hours)**
- Absenteeism, Labor Turnover, Grievance Management. **(8Hours)**

SUGGESTED READINGS:

1. Dwivedi, R.S. (2002). *Industrial Relations in Indian Enterprises*. Galgotia Publishing Company, New Delhi.
2. Lal Das, D.K. (2003). *Industrial Relations in India*. S. Chand & Co, New Delhi.
3. Monappa, A. (1990). *Industrial Relations*. McGraw.Hill, New Delhi.
4. Mammoria, C.B., & Mammoria, S. (1997). *Dynamics of I.R. in India*, New Himalaya Publishing Co. Ltd, New Delh
5. Sinha, P.R.N., Sinha, I.B., & Shekhar, S.M. (2009). *Industrial Relations, Trade Unions, and Labour Legislation*, New Delhi: Pearson Education.
6. Sen, R. (2003). *Industrial Relations in India: Shifting Paradigms*, Macmillan Publishers Inida.
7. Sarma, A.M. (2005). *Industrial Relations: Conceptual and Legal Framework*, Himalaya Publishing House, Delhi.
8. Tripathi, P.C. (2010). *Personnel Management and Industrial Relations*, 20th Ed. Jain Book Depot, New Delhi.
9. **Case Studies1:** <https://www.emeraldinsight.com/doi/full/10.1108/EEMCS-12-2012-0209>.
10. **Case Studies2:** <https://www.emeraldinsight.com/doi/full/10.1108/20450621111186165>.

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.

MBE II Year	MBE-E327/427	Semester-III/IV
	Human Resource Development	