

Veer Narmad South Gujarat University
Bachelor of Business Administration
Year – III (Semester – VI) (W.E.F. A.Y.2021-22)

Subject Name: Management of Industrial Relations
(HRM Elective Group)
Subject Code: HSE-4 604

Objectives:

The subject will give basic understanding about the relationship between three parties to Industrial Relations- Employer, Employee and Government. The subject will enable the students to understand Trade Unions, Collective Bargaining and various aspects of Industrial conflicts. Being HR students, they must know the Health and Safety and its legislative matters. The subject will cover all those concepts and the students will be able to connect various issues of IR with management.

Pedagogic Tools: Lectures, Assignments, Case Studies, Presentations, Practical Examples from corporate and business world.

Course Content:

Chapter 1: Industrial Relations (20%)

1. Meaning, Objectives and Importance of Industrial Relations
2. Parties to Industrial Relations
3. Approaches to Industrial Relations
4. Conditions for good Industrial Relations
5. Industrial Relations in India- History, Present and Future
6. Workers participation in Management

Chapter 2: Trade Unions and Collective Bargaining (20%)

1. Meaning, Objectives and Importance of trade union
2. Union Structure and types of Trade Unions
3. Functions of Trade Unions
4. Trade Union Act, 1926 and Amendment Act,2001
5. Problems and measures to strengthen Trade Unions
6. Meaning, Objectives and Importance of Collective Bargaining
7. Collective Bargaining Process
8. Bargaining Strategies

9. Case studies of Collective Bargaining in Indian history

Chapter 3: Industrial Conflicts

(20%)

1. Introduction, Definition and Features of Industrial Conflicts
2. Causes of Industrial Conflicts
3. Types of Industrial Conflicts
4. Prevention and Settlement of Industrial Conflicts

Chapter 4: Industrial Health & Safety (20%)

1. Meaning and Definition of Industrial Health
2. Occupational Hazards and Occupational Diseases
3. Safety & Safety Organization
4. Statutory Provisions to maintain Health & Safety
4. Accidents
5. Alcoholism and Drug Abuse in Industries
6. Absenteeism and Turnover
7. Counselling skills for managers

Reference Books:

- 1) Human Resource Management by C. B. Gupta
- 2) Human Resource Management by S. S. Khanka
- 3) Essentials of Human Resource Management and Industrial Relations by P. Subba Rao
- 4) Organization Behaviour by K. Ashwathappa
- 5) Human Resource Management by Gary Dessler
- 6) Human Resource Management by Biswajeet Patnayak
- 7) Human Resource Management by K. Ashwathappa
- 8) Industrial Relations by Mamoria