

EC: 406: Industrial Relations and Labor Laws (Elective Course)

Theory: Credit: 4 (100 %)

Total Marks: 100

Unit	Topics Covered	Wt.
I	Introduction of Industrial Relations. Meaning, Definitions, Characteristics, Factors Affecting IR, Approaches to IR, Participation in IR, Objectives of IR and Human Relations, IR and Productivity, Various Dimensions of IR. , Governmental Measures – Ministry for labour, Commissioner of labour, Deputy Commissioner & Labour Offices., Labours Management – Role of Personnel & Industrial Relations Manager in Promoting & Establishing Peaceful industrial relations.	20%
II	Industrial Disputes: Nature of Industrial Dispute, Causes of Industrial Dispute, Types of conflict Resolution – Statutory & Non Statutory, Collective Bargaining – Meaning, Characteristics, Need, Importance, Process, Pre-requisites.	20%
III	The Industrial Disputes Act,1947 Labour Court, Industrial Tribunal, National Tribunal, Provisions with respect to Strikes and Lockouts, Lay-off and retrenchment, Special provisions relating to lay-off, retrenchment and closure, offences and penalties, unfair labour practices, etc.	20%
IV	Workers Participation in Management: Concept & Pre-requisites, Forms & Levels of Participation, Benefit of workers participation in management, Role of workers participation in Labour welfare & Industrial hygiene Causes of Industrial Dispute, Types of conflict Resolution – Statutory & Non Statutory.	20%
V	Factories Act, 1948 Objectives, definitions, Provisions regarding Health, safety, Welfare of workers, hazardous processes, working hours, restriction on employment of women and children, annual Leave with wages, offences and penalties, case law, etc.	20%

Reference Books:

1. Industrial Relations and Labour Laws, S C Srivastava, Vikas Publishing House.
2. Industrial Relations, C S Venkata Ratnam, Oxford Publications.
3. Labour Laws for Managers, B D Singh Labour Laws, Excel Book.
4. Dynamics of Industrial Relations, Dr Satish Mamoria, S V Gankar, Himalya Publishing.