

Name of Institute: Indus Institute of Management Studies (IIMS)

Name of Faculty: Dr Dharmil Patel

Course code: BB0602

Course name: Industrial Relations

Pre-requisites: Basic concepts of business

Credit points: 3 Credits

Offered Semester: VI

Course Lecturer (1 to 15 weeks)

Full name: Dr Dharmil Patel

Department with siting location: 4th Floor, Bhanwar Building.

Email: dharmilpatel.mba@indusuni.ac.in

Consultation time: 9:00 AM to 4:30 PM

Students will be contacted throughout the Session via Mail with important information relating to this Course.

Course Objectives

To help students understand the legal implications in Human Resource Management. To impart learning about the institutions, processes and legislation for regulation of these relationships in the Indian corporate environment. To enable the development of an integrated perspective on employee relationship management in diverse contexts.

Course Outcomes (CO)

At the completion of the course, the student will be able to:

CO1: Increase the awareness about the present state of Industrial relations in India.

CO2: Sensitizes the students with the concepts, principles and issues connected with trade unions, collective bargaining, workers participation, grievance redressal, and employee discipline and dispute resolution.

CO3: Guides the student through the various processes of Industrial Relations.

CO4: Makes students aware of the challenges in the field of Industrial Relations.

CO5: Makes students aware of understanding the problems of the field of Industrial Relations.

CO6: Enables students to understand various systems of the field of Industrial Relations.

CO- PO Mapping :

	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6
CO 1						
CO 2						
CO 3						
CO 4						
CO 5						
CO 6						

Course Outline

Unit-I

Industrial Relations

Industrial Relation-Definition, Importance & Scope. Trade Union-Growth, Objective, Function & Role in globalize Content. Governmental Measures - Ministry for labour, Commissioner of labour, Deputy Commissioner & Labour Offices. Labour Management - Role of Personnel & Industrial Relations Manager in Promoting & Establishing peaceful industrial relations.

Unit-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.

Unit-III

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

Unit-IV

The Industrial Disputes Act, 1947

Definitions, Authorities under the Act, Power & Duties of Authorities, Strike & lockout, Lay-off and retrenchment. Grievance Redressal Machinery

Method of delivery

Lectures, role plays, case studies etc...

Study time

Three hours per week

CO-PO Mapping (PO: Program Outcomes)

PO1: Enhance Conceptual clarity & domain knowledge

PO2: Develop Awareness of Business Environment

PO3: Build Effective oral & written communication skills

PO4: Prepare Original thinkers and creative problem solvers

PO5: Comprehend Ethical and Social Responsibility

PO6: Develop Ability for team building & effective human development

Blooms Taxonomy and Knowledge retention (For reference)

(Blooms taxonomy has been given for reference)

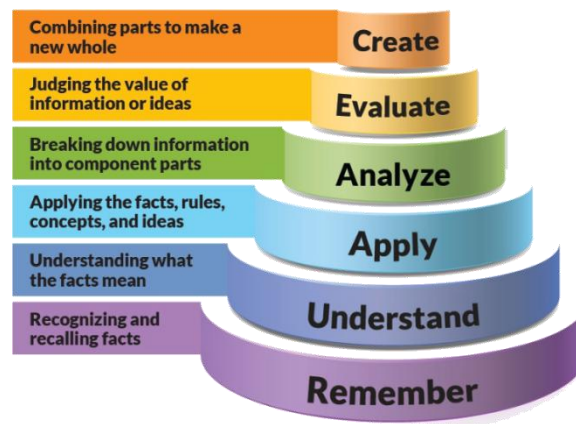


Figure 1: Blooms Taxonomy

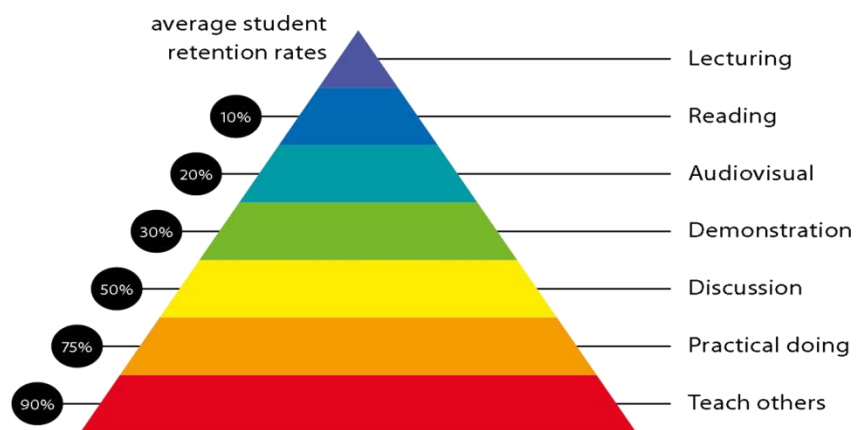


Figure 2: Knowledge retention

Graduate Qualities and Capabilities covered

(Qualities graduates harness crediting this Course)

General Graduate Qualities	Specific Department of Management Graduate Capabilities
Informed Gain an understanding of the complexity of IR.	1 Professional knowledge, grounding & awareness
Independent learners	2 Information literacy, gathering

Locate, evaluate and synthesize complex information. Opportunities to acquire these abilities are developed through lectures, case discussion and various experiential exercises.	& processing
Problem solvers Having an understanding of IR compliance.	4 Problem solving skills
Effective communicators Develop the ability to reflect on issues on hand. Through active participation enhance the skills to communicate verbally and in writing and develop practices expected of today's professionals.	5 Written communication
	6 Oral communication
	7 Teamwork
Responsible Following IR practices	10 Sustainability, societal & environmental impact

Practical work: VISITING LAW OF COURTS/OFFICES

Lecture/tutorial times:

Lecture- Wednesday- 9.00 TO 9.55 AM
Lecture- Thursday- 10.50 TO 11.45 AM
Lecture- Friday - 10.50 TO 11.45 AM

Attendance Requirements

The University norms states that it is the responsibility of students to attend all lectures, tutorials, seminars and practical work as stipulated in the Course outline. Minimum attendance requirement as per university norms is compulsory for being eligible for mid and end semester examinations.

Details of referencing system to be used in written work

Text books

1. B D Singh, Industrial Relations and Labour Laws, Excel
2. VenkatRatnam C.S., Industrial Relations, Oxford
3. Sarma A.M. (2013). Industrial Relations and Labour Laws. Himalaya Publishing House.

Additional Materials (Reference Books)

Reference Book

1. Srivastava, S.C. (2012), Industrial Relations and Labour Laws, Vikas Publishing House.
2. SenRatna (2004), Industrial Relations in India - Shifting Paradigms, Macmillan India Ltd.
3. P K Padhi, Labour and Industrial Laws, PHI

Websites, newspapers, magazines to be referred for better understanding of the course.

<https://labour.gov.in>- Website of Ministry of Labour and Employment, Government of India

<https://col.gujarat.gov.in> - Website of Director of Labour, Labour and Employment Department, Government of Gujarat

'Research in Personnel and Human Resources Management'- Journal by JAI Press

The Times of India- Newspaper

ASSESSMENT GUIDELINES

Your final course mark will be calculated from the following:

Internal evaluation pedagogy for 60 marks:

Written Exam- 40 Marks

Other components like attendance, assignment, viva, presentation etc...- 20 marks

SUPPLEMENTARY ASSESSMENT

Students who receive an overall mark less than 40% in mid semester or end semester will be considered for supplementary assessment in the respective

components (i.e mid semester or end semester) of semester concerned. Students must make themselves available during the supplementary examination period to take up the respective components (mid semester or end semester) and need to obtain the required minimum 40% marks to clear the concerned components.

Practical Work Report/Laboratory Report:

Late Work

Late assignments will not be accepted without supporting documentation. Late submission of the reports will result in a deduction of some marks per calendar day.

Format

All assignments must be presented in a neat, legible format with all information sources correctly referenced. **Assignment material handed in throughout the session that is not neat and legible will not be marked and will be returned to the student.**

Retention of Written Work

Written assessment work will be retained by the Course coordinator/lecturer for two weeks after marking to be collected by the students.

University and Faculty Policies

Students should make themselves aware of the University and/or Faculty Policies regarding plagiarism, special consideration, supplementary examinations and other educational issues and student matters.

Plagiarism - Plagiarism is not acceptable and may result in the imposition of severe penalties. Plagiarism is the use of another person's work, or idea, as if it is his or her own - if you have any doubts at all on what constitutes plagiarism, please consult your Course coordinator or lecturer. Plagiarism will be penalized severely.

Do not copy the work of other students.

Do not share your work with other students (except where required for a group activity or assessment)

Course schedule (subject to change)

Week #	Topic & contents	CO Addressed	Teaching Learning Activity (TLA)
Week 1	Introduction	CO1, CO2	Lecture
Week 2	Industrial Relation- Definition, Importance & Scope.	CO1, CO2	Lecture
Week 3	Trade Union- Growth, Objective, Function & Role in globalize Content. Governmental Measures - Ministry for labour, Commissioner of labour, Deputy Commissioner &Labour Offices.	CO3, CO4	Lecture/Case/Role play
Week 4	Labour Management - Role of Personnel & Industrial Relations Manager in Promoting & Establishing peaceful industrial relations.	CO1, CO2, CO3	Lecture & Case

Week 5	Nature of Industrial Dispute	CO1, CO2	Lecture & Case
Week 6	Causes of Industrial Dispute	CO1, CO2	Lecture
Week 7	Types of conflict Resolution – Statutory & Non Statutory	CO3, CO4, CO5, CO6	Lecture/Case/Role play
Week 8	Collective Bargaining – Meaning, Characteristics, Need, Importance, Process, Pre-requisites.	CO2, CO4, CO6	Lecture
Week 9	Participation in Management Concept & Pre-requisites.	CO1, CO3, CO5	Lecture
Week 10	Forms & Levels of Participation	CO3, CO4, CO5, CO6	Lecture
Week 11	Benefit of workers participation in	CO1, CO2	

	management		
Week 12	Role of workers participation in Labour welfare & Industrial hygiene Causes of Industrial Dispute	CO3, CO4, CO5, CO6	Lecture
Week 13	Types of conflict Resolution - Statutory & Non Statutory	CO4, CO5, CO6	Lecture
Week 14	Definitions, Authorities under the Act, Power & Duties of Authorities, Strike & lockout, Lay-off and retrenchment.	CO1, CO2, CO3	Lecture
Week 15	Grievance Redressal Machinery	CO4, CO5, CO6	Lecture