

Semester: V
Paper No: 5
Course Code: 5005
Paper: Industrial Relations
Marks: 100 (Internal 25 + External 75)
Credits: 4
Semester End Examination: 75 Marks
Continuous Internal Evaluation: 25 Marks
Duration of the Exam: 3 hours

Internal Evaluation Criteria:

All modes of internal evaluation should be conveyed to the students in the beginning of the semester.

Criteria	Mode of Evaluation	Marks
Visit to an industry	Report	5
Written Test based on concept understanding	Score	5
Interview with a registered trade union	PPT	10
Visit to Labour welfare office of the state	Report	5
	Total	25

Objectives:

Provide intensive theoretical and practical knowledge of IR and Trade Union, provide outline position of IR in Indian Prospective and provide practical information about how to handle grievances.

Module	Topics	Contact Hours	Weightage (%)
I	Industrial Relations Perspective Impact of Industrial Relation: Concept, Characteristics of IR , Importance of IR, Scope of IR – Factors Affecting IR, Approaches to IR, Pre – requisite for successful IR, Programme, Evaluation& aspects of IR, Characteristics of IR	15	25
II	Labour Welfare Introduction, welfare Provisions Personal Problems: Absenteeism, Employee Morale and Motivation, Health and Safety, Conflict to Cooperation	15	25

III	<p>Industrial Disputes: Forms, Types, Causes, Preventions & Settlement of Dispute, Role and process of Negotiations-conciliation & arbitration.</p> <p>Discipline and Grievance Management: Grievance procedure, disciplinary procedure. Collective Bargaining: Introduction, Nature or Characteristics, essential for collective bargaining, procedure of collective bargaining.</p>	15	25
IV	<p>Trade Union Concept – Trade Union Movement in India, trade union concept- General features, Function - Types & Structure of Trade Union, Problems of Trade unions, Essentials for success of Trade Unions.</p>	15	25
	Total	60	100

Reference Books:

1. Industrial Relation, Arjun Monappa, Tata McGrawHill, 2002.
2. Industrial Relations, Subba Rao, Himalaya Publication.
3. Industrial Relations, Arun Monoppa, Tata McGraw Hill, 2002.
4. Industrial Relations, Concepts and Legal Framework, A.M.Sharma, Himalaya, 1999.
5. Personnel Management, C.B. Mamoria, Himalaya Publication.