

## **Management of Industrial Relations (Elective-II)**

1. **Industrial Relations Management** – Concept- Evaluation –Background of industrial Relations in India- Influencing factors of IR in enterprise and the consequences.
2. **Economic, Social and Political environments**- Employment Structure –Social Partnership-Wider approaches to industrial relations- Labour Market.
3. **Trade Unions**- introduction-Definition and objectives-growth of Trade Unions in India-trade Unions Act , 1926 and Legal framework-Union recognition-Union Problems-Employees Association-introduction ,Objective Membership, Financial Status.
4. **Quality of Work Life:** Workers’ Participation in Management - Worker’s Participation in India, shop floor, Plant Level, Board Level- Workers’ Welfare in Indian scenario- Collective bargaining concepts & Characteristics –Promoting peace.
5. **Wage and Salary administration:** Nature & Significance of wage, salary administration, essentials- Minimum wage- Fair wage, Real wage, Incentives & fringe benefits. Issues and Constraints in Wage Determination in India.
6. **Social Security:** introduction and types –Social Security in India, Health and Occupational safety programs- Salient features of Workmen Compensation Act and Employees’ State Insurance Act relating to social security – Workers’ education objectives -Rewarding.
7. **Employee Grievances** – Causes of Grievances –Conciliation, Arbitration and Adjudication procedural aspects for Settlement of Grievances –Standing Orders- Code Discipline. Industrial Disputes: Meaning, nature and scope of industrial disputes - Cases and Consequences of Industrial Disputes –Prevention and Settlement of industrial disputes in India.
8. **Case Study**

## **References**

1. Sinha: Industrial Relations, Trade Unions and Labour Legislation Pearson Education, New Delhi, 2009
2. B.D.Singh: Industrial Relations, Excel Books, New Delhi, 2009
3. Mamoria: Dynamics of Industrial Relations, Himalaya Publishing House, New Delhi, 2010

4. C.S Venkataratnam: Industrial Relations, Oxford University Press, New Delhi, 2009.
5. Arun Monappa: Industrial Relations, TMH, New Delhi. 2009
6. Ratna Sen: Industrial Relations, MacMillon Publishers, New Delhi, 2010