



# MARRI LAXMAN REDDY INSTITUTE OF TECHNOLOGY AND MANAGEMENT

(AN AUTONOMOUS INSTITUTION)

(Approved by AICTE, New Delhi & Affiliated to JNTUH, Hyderabad)

Accredited by NAAC with 'A' Grade & Recognized Under Section 2(f) & 12(B) of the UGC act, 1956

## COURSE CONTENT

EMPLOYEE RELATIONS								
III SEMESTER								
Course Code	Category	Hours/Week			Credits	Maximum Marks		
24MB021H	Professional Elective	L	T	P	C	CIE	SEE	Total
		4	-	-	4	40	60	100
Contact Classes:60	Tutorial Classes: Nil	Practical Classes: Nil			Total Classes: 60			
Prerequisite: Basic concepts of Employee Relations								

### COURSE OVERVIEW:

This course introduces the concepts and practices of Industrial Relations, including trade unions, dispute settlement mechanisms, collective bargaining, wage regulation, and labor laws. It also covers the role of government, labor welfare measures, and recent developments in labor legislation.

### COURSE OBJECTIVES:

- To understand the concepts and systems of industrial relations.
- To examine the role and functions of trade unions.
- To analyze methods of dispute settlement and collective bargaining.
- To study wage policies and wage-related legislation.
- To understand major labor laws and recent amendments in labor legislation.

### COURSE OUTCOMES: After completion of the course, students should be able to

1. Understand fundamental concepts of industrial relations, characteristics, structure of trade unions and unfair labor practices.
2. Explain state machinery's role in dispute settlement, legal frameworks, causes of disputes, right of strike and grievance procedures.
3. Apply knowledge of collective bargaining, conciliation, arbitration, adjudication and provisions under Industrial Disputes Act.
4. Analyze wage policies, regulation mechanisms, legislation impact on industrial relations and worker welfare.
5. Evaluate labor welfare initiatives and worker participation in industrial relations.

### UNIT-I: INDUSTRIAL RELATIONS

Introduction, Dunlop's Industrial Relations Systems, Characteristics of Indian IR System; Trade Unions: Union Purpose, Trade Union, Functions, Methods, Politics, Types of Unions, Trade Unions in India: Union Structure and Characteristics. Recognition of Unions: State Provisions for Recognition, Rights of

Recognized Unions, Unfair Labour Practices. Case 1: Let Us Get Back to Work (p.no. 720, C.B. Mamoria). Case 2: A Case of Complicated Multi-Union Manoeuvres (J.A. Kulkarni).

## **UNIT-II: SETTLEMENT OF DISPUTES**

Role of State Dispute Settlement Machinery and its Instruments, Legislation; Causes of Disputes, Right to Strike, Major Strikes, Tripartite and Bipartite Bodies, Standing Orders and Grievance Procedure. Case 1: Stop the Shouting Game Please (p.no. 760, C.B. Mamoria). Case 2: The Dish Ends Ltd. (p.no. 07, J.A. Kulkarni).

## **UNIT-III: COLLECTIVE BARGAINING**

Collective Bargaining, Conciliation, Arbitration, Adjudication, The Industrial Dispute Act 1947, Labour Welfare Work, Labour Welfare Officer, Workers' Participation. Case 1: Who is to be Blamed (p.no. 685, C.B. Mamoria).

## **UNIT-IV: WAGE POLICY AND WAGE REGULATION**

Wage Policy and Wage Regulation Machinery, Wage Legislation, Payment of Wages Act 1936, The Payment of Bonus Act 1965. Case 1: Rules and Regulations Still Guide Actions at UPS (p.no. 37, C.B. Mamoria).

## **UNIT-V: THE FACTORIES ACT 1948 AND MINES ACT 1952**

The Factories Act 1948, Mines Act 1952, Industrial Relations and Technological Change. Case 1: Organizations and Unions Working as Partners (p.no. 738, C.B. Mamoria). Latest Amendments in Labour Laws.

### **TEXT BOOKS:**

1. Mamoria, Mamoria, Gankar "Dynamics of Industrial Relations" Himalaya Publishing House, 14<sup>th</sup> Edition, 2012.
2. C.B.Mamoria, VSP Rao "personnel management- text & cases", Himalaya Publishers 15<sup>th</sup> edition, 2012.
3. J.A.Kulkarni, Asha Pachpande, Sandeep Pachpande, " case studies in amangement", pearson, 10<sup>th</sup>Edition, 2011.
4. Padhi " Labour and Industrial Relations" PHI,8<sup>th</sup> Edition, 2012.

### **REFERENCE BOOKS:**

- ArunMonappa,RanjeetNambudiri,Selvaraj " Industrial Relations and Labour Laws", 5<sup>th</sup>Editon, TMH,2012
- P.K. Padhi: Labour and Industrial Laws, PHI,2009.

### **ELECTRONIC RESOURCES:**

1. [https://www.uk.ask.com/management references/try\\_ it](https://www.uk.ask.com/management%20references/try_it)
2. <https://www.shodhganga.intlibnet.ac.in/bitstream/10603/463/46313/8>
3. [https://www.pondiuni.edu.in/storage/dde/download//hrmiii\\_irm.pdf](https://www.pondiuni.edu.in/storage/dde/download/hrmiii_irm.pdf)
4. [https://www.eh.wikipedia.org/wiki/industries\\_relations](https://www.eh.wikipedia.org/wiki/industries_relations)

## **MATERIALS ONLINE:**

1. Course template
2. Tutorial question bank
3. Tech talk and Concept Video topics
4. Open-ended experiments
5. Definitions and terminology
6. Assignments
7. Model question paper – I
8. Model question paper – II
9. Lecture notes
10. PowerPoint presentation
11. Drishya Siksha Sangrah (DSS) Videos

