



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (PGDM)
Academic Year (2017-18)

Programme Name: PGDM

Term: V

Name of the Course: Industrial Relations and Labour Welfare

Maximum marks: 100

No. of Sessions: 10 Sessions Totalling 30 Hrs

Name of the Faculty: Mrs Preetinder Singh

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Learning Objectives:

Developing an understanding the Concepts of Industrial Relations and its Structure and Dynamics in India, Trade Unions, Employers' Federations, Dispute Settlement Machinery, Wages and IR, Collective Bargaining, Labour Welfare and Social Security, Employee Discipline and Domestic Enquiry, Employee Grievances and Important Labour welfare legislations and their important features

Reference Books:

Dynamics of Industrial Relations in India - By Mamoria, C. B. & Mamoria, S. - Himalaya Publishing House

Industrial Relations: Conceptual & Legal Framework. - By Sarma, A. M. - Himalaya Publishing House

Labour and Industrial Laws – By Misra, S. N. – Central Law Publications,

Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References- Print/Articles/ News/Research papers/ Online	Learning Outcomes	Evaluation of Students Understanding by
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		database/ Software /Simulations used		MCQs, Quiz, Short Test
1	Structure and Evolution of Industrial Relations: Concept, Nature and models of IR - Unitarist, Pluralist, Dunlop's and Marxist perspectives of IR; Industrial relations system in India: Structure and its evolution, etc.	Dynamics of Industrial Relations in India - By Mamoria, C. B. & Mamoria, S. - Himalaya Publishing House, Industrial Relations: Conceptual & Legal Framework. - By Sarma, A. M. - Himalaya Publishing House, Arbiter Periodical, Current News and Articles on Industrial/ Labour Laws	Developing an understanding of concept and evolution of Labour Relations	Periodic MCQs/ tests, Group discussions, presentations, assignments
2	Major contemporary developments in global economy and polity and their impact on industrial relations scenario in India		DO	
2	Dynamics of Industrial Relations in India: a. Significance of IR, Conflicts and Disputes, b. Trade Unions, Employers' Federations c. Dispute Settlement Machinery d. Wages and IR, Collective Bargaining,	DO	Understanding the dynamics of labour relations and related labour laws	DO



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	e. Labour Welfare and Social Security f. Employee Discipline and Domestic Enquiry g. Employee Grievances			
3	Labour management Role of the State in industrial relations, New economic (industrial) policy perspectives, industrial unrest causes and cures. Employee counselling.	DO	DO	DO
4	Collective Bargaining- concept, function and importance – principles and forms of collective bargaining	DO	Understanding Unionism and concept of collective bargaining	DO
5	Industrial relations laws, Industrial conflicts and conflict resolution, Democracy at work place, Role of trade union, etc.		Understanding the concept of conflict resolution in industry	



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6	Workers Participation in Management Joint Management Councils in India, Quality circles.	DO	Understanding role and participation of workers in management	DO
7	Labour welfare concept approaches intramural and extra-mural welfare facilities, Early separation and retirement, Social responsiveness, Main stages in the growth of industrial welfare in India	DO	Understanding Labour welfare concepts and approaches	DO
8	Important Labour welfare legislations and their important features	DO	To develop understanding of important labour laws and provisions	DO
9	Internal assessments	DO	As above	DO
10	Revision	-	As above	As above



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2. Practical Approach : Other activities (At least 4 distinct activities)

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Role Play			
2	Industry Visit			
3	Academic Projects	Group Presentations on some Industrial Relations issues	Understanding concepts and presentation skills	Acts
4	Book Review			
5	Group Discussion	Important current IR issues and Legislation changes	Keeping updated on current affairs of IR/ Laws	News articles
6	Business Quiz / Business News sharing	Industrial Relations	Understanding concepts	News articles
7	Videos / Simulation			
8	Use of Software and Labs			
9	Any other activity			



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Evaluation:

I) Internal:

Component	Details	Marks
Class Test (Periodic)	Prevailing IR practices	20
Presentation	Group Presentations on some IR issues/ related labour laws	10
Case Study/ Group Discussions	Class participation on current labour issues and future legislation trends	5
Participation	Attendance	5
Others		

Signature of Faculty

Signature of the Co-ordinator