

## **Industrial Relations and Labour Welfare**

### **Course Contents**

- 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; Major contemporary developments in global economy and polity and their impact on industrial relations scenario in India
- 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,
  - e. Labour Welfare and Social Security
  - f. Employee Discipline and Domestic Enquiry
  - g. Employee Grievances
- Grievance handling, Code of discipline in industry, Domestic enquiry, Industrial relations machinery.
- Labour management Role of the State in industrial relations, New economic (industrial) policy perspectives, industrial unrest causes and cures. Employee counselling.
- Collective Bargaining- concept, function and importance – principles and forms of collective bargaining
- Workers Participation in Management
- Industrial relations laws, Industrial conflicts and conflict resolution, Democracy at work place, Role of trade union, Joint Management Councils in India, Quality circles.
- 9. 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

**References: (Atleast 10 Titles of Books / Journals / Business Magazines etc in APA format )**

- Mamoria C.B. and Sathish Mamoria, Dynamics of Industrial Relations
- C.S.Venkata Ratnam, Globalisation and Labour Management Relations
- Ratna Sen, Industrial Relations in India, Shifting Paradigms
- Srivastava, Industrial Relations and Labour laws
- Subba Rao, Essentials of Human Resource Management & Industrial relations (Text & Cases)
- Tripathi, P.C., Personnel Management and Industrial Relations
- Michael Salamon, Industrial Relations—Theory & Practice

**Cases**

References:

- i) Add cases from 'Arbiter'( Monthly Magazine) – Journal of The Industrial Relations Institute of India
- ii) <http://www.labour.nic.in/> ( Latest updates)