



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (PGDM)**  
**Academic Year (2018-19)**

---

**Programme Name:** PGDM

**Trimester:** 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

**Mobile No:** 9833122131

**Email:** preetisingh272@gmail.com

**Web link:** -

---

**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,



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (PGDM)**  
**Academic Year (2018-19)**

**Plan:**

<b>Sessi on No</b>	<b>Topics to be covered</b>	<b>Books referred/ Recommended/ References-Print/Articles/ News/Research papers/ Online database/ Software /Simulations used</b>	<b>Learning Outcomes</b>	<b>Evaluation of Students Understanding by MCQs, Quiz, Short Test</b>
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	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
3	Dynamics of Industrial Relations in India: a. Significance of IR, Conflicts and Disputes, b. Trade Unions, Employers' Federations	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,	Understanding the dynamics of labour relations and related labour laws	Periodic MCQs/ tests, Group discussions, presentations, assignments



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (PGDM)**  
**Academic Year (2018-19)**

	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	Arbiter Periodical, Current News and Articles on Industrial/ Labour Laws		
4	Labour management Role of the State in industrial relations, New economic (industrial) policy perspectives, industrial unrest causes and cures. Employee counselling.	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	Understanding the dynamics of labour relations and related labour laws	Periodic MCQs/ tests, Group discussions, presentations, assignments
5	Collective Bargaining- concept, function and importance – principles and forms of collective bargaining	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	Understanding Unionism and concept of collective bargaining	Periodic MCQs/ tests, Group discussions, presentations, assignments
6	Industrial relations laws, Industrial conflicts and conflict resolution, Democracy at work place, Role of trade union, 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	Understanding the concept of conflict resolution in industry	Periodic MCQs/ tests, Group discussions, presentations, assignments



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (PGDM)**  
**Academic Year (2018-19)**

		on Industrial/ Labour Laws		
7	Workers Participation in Management Joint Management Councils in India, Quality circles.	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	Understanding role and participation of workers in management	Periodic MCQs/ tests, Group discussions, presentations, assignments
8	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	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	Understanding Labour welfare concepts and approaches	Periodic MCQs/ tests, Group discussions, presentations, assignments
9	Important Labour welfare legislations and their important features	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	To develop understanding of important labour laws and provisions	Periodic MCQs/ tests, Group discussions, presentations, assignments
10	Internal assessments and Revision	-	-	-



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (PGDM)**  
**Academic Year (2018-19)**

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

<b>Sr. No.</b>	<b>Activity Name</b>	<b>Topic Covered</b>	<b>Learning outcomes</b>	<b>Source</b>
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			



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (PGDM)**  
**Academic Year (2018-19)**

**Evaluation:**

**I) Internal:**

<b>Component</b>	<b>Details</b>	<b>Marks</b>
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**