

Course No. 404
Marks: 80

INDUSTRIAL RELATIONS (INRL XVI)

Hours: 40

Objective: The objective of this course is to acquaint students with the different aspects of Industrial Relations and Govt. Labour policies.

Course Contents:

Unit-I: Introduction to Industrial Relations: Definitions, Concepts, Objectives and Theories of Industrial Relations. Industrial Relations in India in Post independent Era.

20 : 10 hrs **Unit-**

II: Government Policies and Industrial Relations: Role of the state in Industrial Relations. Constitution and Labour Policies. Industrial Relation Policies of the Government of India in the post globalization Era.

20 : 10 hrs

Unit III: Management of strikes and Lock Outs: Meaning of Strikes and Lock Outs under the Industrial Disputes Act. Forms of Strikes and their Legal Status, Justified and unjustified Strikes and Lock Outs. Causes and consequences of Industrial conflicts (with reference to India).

20 : 10 hrs **Unit-**

IV: Industrial Disputes: Meaning and causes of Industrial Disputes. Machinery for prevention and settlement of Industrial disputes. Negotiation- Concepts and importance of negotiation, Skill for and tactics of negotiation, negotiation for Win-win Dispute Resolution.

20 : 10 hrs

Text and Reference Books:

1. Mamoria C.B., Dynamics of Industrial Relations in India, Himalaya publishing House, New Delhi.
2. Bangoo K.S., Dynamics of Industrial Relations, Deep & Deep Publications, New Delhi.
3. Sing B.D. Industrial Relations Emerging Paradigms, (2009), Publisher- EXCEL BOOKS, New Delhi-110 028.
4. Singh: Industrial Relations, Trade Unions and Labour Legislation, Pearson, New Delhi.