

**SARDAR PATEL UNIVERSITY**  
**Programme: BCOM**  
**Semester: III**  
**Syllabus with effect from : JUNE 2019**

<b>Paper Code:</b> UB03DCOM28	<b>Total Credit: 3</b>
<b>Title Of Paper:</b> Industrial Relations & Labour Laws	

Unit	Description in detail	Weighting (%)
<b>1</b>	<b>Overview of Industrial Relations</b> Concept of Industrial Relations - Nature of Industrial Relations Objective of Industrial Relations - Parties of Industrial Relations	<b>25 %</b>
<b>2</b>	<b>Trade Unionism</b> Origin and growth – Unions after independence – Concept, objectives and functions of Trade Union – Role of Trade Union in collective bargaining – Problems of Trade Union	<b>25 %</b>
<b>3</b>	<b>Workers Participation in Management</b> Meaning of Workers Participation in Management – Collective Bargaining, meaning, nature and methods – ILO and its role – Tripartite approach in industrial relations	<b>25 %</b>
<b>4</b>	<b>Labour legislations</b> Payment of Wage Act – Workmen’s Compensations Act – Importance provisions of Employees’ State Insurance Act – Employees provident Fund Act – Maternity Benefit Act	<b>25 %</b>

**Basic Text & Reference Books**

- Industrial Relations - Ramaswmy
- Industrial Relations - T. V. Rao
- Industrial Relations - Memoria
- Industrial Relations – Sharma

