



(Master of Business Administration)
Semester III

HUMAN RESOURCE SPECIALISATION
PM03EHRM51: MANAGEMENT OF INDUSTRIAL RELATIONS

Course Code	PM03EHRM51	Title of the Course	Management of Industrial Relations
Total Credits of the Course	04	Hours per Week	04

Course Objectives:	<ul style="list-style-type: none">• To help the students understand and apply the concept of industrial relations and the system in which it operates.• To learn the implementation of codes such as the Industrial Relations Code, Code on Occupational Safety, Health & Working Conditions Code (OSH), Social Security Code and Code on Wages.• To understand the intricacies of dealing with trade unions and employees.
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Course Content: 30 sessions		
Unit	Description	Weightage (%)
1.	Industrial Relations perspectives; Industrial Relations and the Emerging Socio-economic scenario; Industrial Relations and the State; Legal Framework of Industrial Relations; Role and Future of Trade Unions; Trade Unions and the Employee; Trade Union and management	25
2.	Discipline and Grievance Management, Negotiation and Collective Settlements, Industrial Relations Code	25
3.	Industrial Disputes Act, 1947, Contract Labour Regulation and Abolition Act, 1970, The Factories Act, 1948, Shops and Establishment Act, 1953, Payment of Wages Act, 1926 etc.	25
4.	Social Security Code and Code on Wages, Code on Occupational Safety, Health & Working Conditions Code (OSH).	25



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Teaching-Learning Methodology	Lectures, case studies, discussion on case judgements, role plays.
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Mid-semester examination	30%
2.	Internal Continuous Assessment in the form of Practical, Viva-voce, Quizzes, Seminars, Assignments, Attendance	30%
3.	End semester examination	40%

Course Outcomes: Having completed this course, the learner will be able to	
1.	Understand facets of relations between the employer and the employees.
2.	Resolve the conflicts by abiding the labour laws.
3.	Implement labour laws like the Industrial Disputes Act, 1947, Contract Labour Regulation and Abolition Act, 1970, The Factories Act, 1948, Shops and Establishment Act, 1953 etc.
4.	Take disciplinary actions as per the Industrial Employment (Standing Orders) Act, 1946.
5.	Negotiate with trade unions and frame policies so that unions support the company's objectives.
6.	Implement the changed labour laws according to the Occupational Safety, Health And Working Conditions Code, 2020; the Industrial Relations Code, 2020; and the Code on Social Security, 2020.
7.	Enhance employability.



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Suggested References:

Sr. No.	References
1.	Padhi, P. K., Labour and industrial laws. PHI Learning Pvt. Ltd.
2.	Sinha, P. R. N., Sinha, I. B., & Shekhar, S. P., Industrial Relations, Trade Unions and Labour Legislation. Pearson Education, India.
3	Kochan, T. A., Katz, H. C., McKersie, R. B., & Colvin, A. J., An introduction to collective bargaining and industrial relations. NY: McGraw-Hill.

Online Resources

https://ncib.in/pdf/ncib_pdf/Labour%20Act.pdf

<https://labour.gov.in/labour-law-reforms>

https://swayam.gov.in/nc_details/NPTEL