

SARDAR PATEL UNIVERSITY
Programme: MCOM
Semester: III
Syllabus with effect from: June 2014

Course Code: PB03ECOM03	Total Credits: 5
Course Title: Industrial Relations	

Unit	Description in detail	Weightage (%)
1	Industrial Relation: Nature of IR, Importance of Peaceful IR, Approaches to IR, Parties to IR, IR strategy Role of HRM	25 %
2	Trade Unions: Nature of trade unions, Strategic choices Why do employees Join Unions? Strategic choices before Unions Union tactics Trade union movement in India Union Legislation	25 %
3	Grievance and Discipline, Counseling and Mentoring: Meaning, Definition, Grievance procedure, Need for Grievance procedure, The causes of Grievance, Pre –requisites of Grievance procedure, Grievance procedure, Disciplinary procedure, Need for Disciplinary procedure, Aspects of Disciplinary procedure, Objective of Disciplinary procedure Red-Hot Stove Rule Causes of Indiscipline Domestic Enquiry and Disciplinary procedure Types of Punishment Employee counseling concept, types, objective Mentoring: Meaning, Function.	25 %
4	Collective Bargaining: Definition of Collective Bargaining, Characteristics of Collective Bargaining, Importance of Collective Bargaining, Essential condition for the Collective Bargaining, Function of Collective Bargaining, Collective Bargaining Process, Collective Bargaining in India, Recommendation of NCL	25 %

Basic Text & Reference Books:

- K Aswathappa, “Human Resource Management-Text and Cases”, Tata McGraw Hill Publishing House, New Delhi.
- P Subba Rao, “Personnel and Human Resource Management-Text and Cases”, Himalaya Publishing House, Mumbai.
- Dessler Gray, “Human Resource Management” Person Education, Ninth Edition
- Kochan, T.A. & Katz Henry, “Collective Bargaining and Industrial Relations”, 2nd ed. Homewood, Illinois, Richard D Irish, 1988.

