

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of Human Resource Development (MHRD)
Semester: I
Syllabus with Effect from: June - 2013

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| Paper Code: PA01CHRD02 | Total Credit: 4 |
| Title Of Paper: Industrial Relations | |

| Unit | Description in Detail | Weightage (%) |
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| I | Industrial Relations: Definition, Importance, Scope and Components of Industrial Relations, Factors affecting Industrial Relations, Characteristics of Indian Industrial Relations System. | 25% |
| II | Industrial Disputes: Definition, Classification of Industrial Disputes, Causes of Industrial Disputes, Impact of Industrial dispute. Industrial Unrest: Strike, Lockouts, Topologies of Strikes, Illegal Strikes, Prevention of Strikes. | 25% |
| III | Tripartite Bodies: The Indian Labour Conference, its importance and role in maintaining industrial relations. Bipartite Bodies: Work committee and joint, Management councils – its compositions and Functions. Standing Orders: Meaning, Objectives and Evolution of Standing orders. | 25% |
| IV | Grievance: Meaning, Definition, Causes of grievances, Procedure for Settlement and Model grievance procedure. Collective Bargaining: Meaning, Main Features of Collective bargaining, Importance, Principles of Collective Bargaining, Collective Bargaining agreements at different levels. Settlement Machinery: Conciliation, Arbitration and Adjudications. Labour Welfare: Concept, Features and Need of Labour Welfare officers, His Contribution in Industrial Relation maintenance | 25% |

Basic Text & Reference Books:-

- Mishra : Case Laws on Industrial Relations issues and implications – Excel Books, New Delhi 2006.
- Bhalia S.K. : Constructive Industrial Relations and Labour Laws – Deep and Deep, New Delhi 2003.
- Mathur T.N. : Industrial Relations in Public Sector – Arihent Publishers, Jaipur 1990.

