

SARDAR PATEL UNIVERSITY
Programme: MHRM
Semester: III
Syllabus with effect from: June 2016

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| Paper Code: PA03EHRM14 | Total Credits: 3 |
| Title Of Paper: Employment Relations | |

| Unit | Description in detail | Weightage (%) |
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| | Learner Objectives <ol style="list-style-type: none"> 1. To acquaint students about industrial disputes and its Redressal machinery. 2. To familiarise students about grievance handling procedure and disciplinary action. 3. To make them learn how to develop better Employment Relations in industry with effective case studies. 4. To promote the understanding of new trends in employment relations in India and Abroad. | |
| 1 | CONCEPTUAL FRAMEWORK OF EMPLOYMENT RELATIONS Concept, Scope and Approaches to Industrial Relations Evolution of Industrial Relations and Current Developments Constitutional and Legal Framework of Industrial Relations: Conventions, ID Act, Trade Union Act | 20 % |
| 2 | TRADE UNIONISM Trade Union Development and Functions Trade Union Structure and Recognition Managing Trade Unions Managerial Unionism Employer's Organisations | 15 % |
| 3 | COLLECTIVE BARGAINING Nature and Content of Collective Bargaining Negotiation Skills Issues and Trends in Collective Bargaining | 15 % |
| 4 | EMPLOYEE INVOLVEMENT Evolution, Structure and Process Design and Dynamics of Participative Forums Strategies for Implementing Participation | 15 % |
| 5 | GRIEVANCE HANDLING AND DISCIPLINE Grievance Function in Industrial Relations Conciliation, Arbitration and Adjudication Discipline in Industry | 20 % |
| 6 | TRENDS IN EMPLOYMENT RELATIONS Strategic Employee Relations : Emerging Trends Cultural Aspects of Employment Relations | 15 % |

Basic Text & Reference Books:

- Matoria, Matoria and Gankar, Dynamics of Industrial Relations, 2005
- Contemporary Industrial Relations: A Critical Analysis by Ian Beardwell.
- K. Ashwathappa. Human Resources Management and Personnel Management, 2007
- Krishna Arora, 2005, Labor and Industrial Law, Manual Professional Book Publishers, New Delhi

