

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of Labour Welfare (MLW)
Semester: III
Syllabus with Effect from: June - 2015

Paper Code: PA03CMLW03	Total Credit: 4
Title Of Paper: Industrial Relations - I	

Unit	Description in Detail	Weightage (%)
I	Industrial Relation Systems: Concept, theory, determinants and systems of industrial relations, Evolution of the problem of industrial relations, in India and abroad, Historical perspective.	10%
II	Industrial Relations of the work place: Individual and collective relations and methods to handle them, Major problems on the shop floor, Implementation and administration of Standing Order, Grievance handling- Procedures and practices, Communication channels, Role .of first line supervisor and trade union in Industrial relation at the shop floor.	25%
III	Industrial peace and industrial conflicts: Forms, causes and effects of industrial disputes, Collective bargaining-Meaning, pre- requisites, principles, practices strategies and skill, Methods of settlement of industrial disputes-Negotiation, mediation, conciliation, arbitration and adjudication, Joint consultation-Workers participation in management, Joint committees, Workers and Joint councils, Concept of Industrial Democracy, Legal framework and its limitations.	25%
IV	ILO: Its introduction and contribution in shaping the IR system in India.	10%
V	Indian labour Conference- Its importance and role in maintaining industrial relations, Code affecting industrial relations, Impact of International Labour Code in industrial relations.	10%
VI	Industrial Relations in Public, Government and Cooperative sectors.	10%
VII	Contemporary trends and future of industrial relations in India.	

Basic Text & Reference Books:-

- Agarwal R.D. : Dynamics of Labour Relations in India.
- Micheal V.P. : Industrial Relations in India and Workers Involvement in Management.
- Memoria C.B. : Dynamics of Industrial Relations In India.
- Semers G. & Geroge : Essays in Industrial Relations.
- Agarwal S.L. : Labour Relation Law in India.
- Tanden B.K. : Collective Bargaining and The Indian scene.
- Dunlop J.T. : Industrial Relations System.
- M. Arrora : Industrial Relations.
- A.M. Sarma : Industrial Relations.
- Dr. Jerome Josph : Industrial Relations towards a Transformational process Model.

