

S. No.	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
3	MBA-433	Industrial Relations and Labour Laws	Elective	4	4	0	0	30	70	100

**COURSE OUTCOMES:**

At the end of the course the student will be able to: -

CO1	Describe the industrial relations ecosystem in India.
CO2	Interpret the stakeholder perspectives and their impact on industrial disputes.
CO3	Examine the legal framework of trade unions for strengthening industrial relations.
CO4	Analyze the process and strategies of collective bargaining.
CO5	Appraise the various acts related to industrial relations.

**Detailed Syllabus****Section A**

**Unit I: Industrial Relations (IR):** Meaning, Objective, Scope and Determinants; Dimensions of IR, Theories of IR in India; Framework for successful Industrial Relations programme in India.

**(8 Hrs)**

**Unit II: Industrial Conflicts:** Nature, causes and the effect of industrial disputes; Strikes and Lockouts, Industrial Dispute Act 1947; Machinery to resolve industrial dispute in India (Conciliation, Arbitration, Adjudication).

**(10 Hrs)**

**Unit III: Trade Unions:** Objectives, Structure and Strategies, Problems and Prospects of Trade Unions; Recognition of Trade Unions; Trade Union Act 1926 (Amendment, Act, 2001)

**(10 Hrs)****Section B**

**Unit IV: Collective Bargaining:** Meaning, objective, approaches, strategies and process; Impact of Collective Bargaining on Management of Industrial Relations, workers' participation in IR, Workers' education and training, Steering groups and quality circles.

**(10 Hrs)**

**Unit V: Industrial Acts:** Code of discipline in industry, Child Labour prohibition and regulation Act, 1986; Contract Labour Act 1970, Employee safety and welfare, future of IR in India, Impact of Technological change on Industrial relations.

**(10 Hrs)****Textbooks**

S. No	Name of the Books	Name of Author	Publisher Name	Edition (Pub. Yr.)
1	Dynamics of Industrial Relations	Mamoria C.B, S. Mamoria S.V. Gankar	Oxford Publishing	16 <sup>th</sup> (2016)
2	Srivastava S.C	Industrial Relations and Labour Laws	Tata Mc Graw Hill	7 <sup>th</sup> (2020)

**Reference Books**

S. No	Name of the Books	Name of Author	Publisher Name	Edition (Pub. Yr)
1	Human Resource management Text and Cases:	Rao VSP	Excel books	3 <sup>rd</sup> (2016)