

C P PATEL AND F H SHAH COMMERCE (AUTONOMOUS) COLLEGE, ANAND

(Managed by SARDAR PATEL EDUCATION TRUST, ANAND)

AFFILIATED TO SARDAR PATEL UNIVERSITY, V V NAGAR

An ISO 9001 2015 Certified / An ISO 14001-2015 Certified / An ISO 21001-2018 Certified
GUJARAT INSTITUTIONAL RATING FRAMEWORK (4 STAR)

AAA Reaccredited CGPA 3.56 – GRADE **A⁺** KCG-Dept of Edu. Govt of Gujarat-April 2017

NAAC Reaccredited - CGPA 3.30 - GRADE **'A⁺'** UGC – MHRD, Govt of India – June 2022

Syllabus as per NEP 2020 with effect from the Academic Year 2024-2025

Master of Commerce (MCOM)

Semester - III

Course Code	PG03ECOM03	Title of the Course	INDUSTRIAL RELATIONS
Total Credits of the Course	04	Hours per Week	04

Course Objectives	1. To make the students understand the Recent Trends in Industrial Relation and the Importance of having Peaceful Harmonious Industrial Relations for Organizations.
	2. To make the students aware/understand and analyze the Importance of Trade Union and the role of Trade Union in protecting the rights of Employees, different Trade Union Movements in India and the Union legislation for the Trade Union.
	3. The students can understand what is Grievance, why Grievance arises in industry and why there is a Need for Discipline, Disciplinary Procedure, Employee Counseling, its Types and Mentoring.
	4. To make the students assess and understand the Causes of Industrial Conflicts, Types of Industrial Conflicts, the importance Collective Bargaining, Collective Bargaining in India and the Recommendations of NCL (National Commission on Labour)

Course Content		
Unit	Description	Weightage (%)
1.	INDUSTRIAL RELATION <ul style="list-style-type: none">• Meaning and Nature of Industrial Relation• Characteristics of Industrial Relation• Objectives of Industrial Relation• Code of Industrial Relation• Factors of Industrial Relation• Importance of Peaceful Industrial Relation• Conditions for Congenial /Harmonious Industrial Relation• Approaches to Industrial Relation• Parties to IR, IR strategy• Role of HRM	25 %

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2.	<p>TRADE UNIONS</p> <ul style="list-style-type: none">• Nature of Trade Unions• Characteristics of Trade Unions• Functions and Role of Trade Unions• Strategic Choices before Managers• Why do Employees Join Unions?• Strategic choices before Unions• Union Tactics and Union Legislation• Problems of Trade Unions• Trade Union Movement in India• Objectives of Important Indian Functions and Role of Trade Unions <p>-All India Functions and Role of Trade Union Congress (AITUC), -Indian National Trade Union Congress (INTUC)</p>	25 %
3.	<p>GRIEVANCE AND DISCIPLINE, COUNSELING AND MENTORING</p> <p>GRIEVANCE</p> <ul style="list-style-type: none">• Grievance Procedure-Meaning, Definition• Need for Grievance Procedure• The Causes of Grievances• Pre –Requisites of a Grievance Procedure• The Grievance Procedure <p>DISCIPLINE</p> <ul style="list-style-type: none">• Disciplinary Procedure, Need for Disciplinary Measures• Meaning and Definitions, Aspects of Discipline, Objectives of Discipline, The Red-Hot Stove Rule <p>INDISCIPLINE</p> <ul style="list-style-type: none">• Indiscipline• Causes of Indiscipline• Domestic Enquiry and Disciplinary Procedure• Types of Punishment <p>EMPLOYEE COUNSELING AND MENTORING</p> <p>EMPLOYEE COUNSELING</p> <ul style="list-style-type: none">• Concept of Employee Counseling• What Constitutes Counseling?• Objectives of Counseling• Process of Counseling• Types Counseling• Counseling as a Process of Developing in Organization <p>MENTORING</p> <p>Mentoring: Meaning and Functions</p>	25%

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4.	<p>INDUSTRIAL CONFLICTS AND COLLECTIVE BARGAINING</p> <ul style="list-style-type: none">• Definition of Dispute/Conflicts• Causes of Industrial Conflicts• Types of Industrial Conflicts and• Outcomes of the Strikes/Man-Day Lost due to Strikes and Lockouts• Prevention of Industrial Conflicts• Settlement of Conflicts <p>COLLECTIVE BARGAINING</p> <ul style="list-style-type: none">• Definition of Collective Bargaining,• Characteristics and Importance of Collective Bargaining• Essential conditions for the Success of Collective Bargaining• Functions of Collective Bargaining• Collective Bargaining Process• Collective Bargaining in India <p>Recommendation of NCL</p>	25 %
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Teaching-Learning Methodology	<ul style="list-style-type: none">• Direct Lecture• Power Point Presentations• Seminars• Students Presentations• Questions-Answers during lectures.
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written Examination	20%
2.	Internal Continuous Assessment in the form of Quizzes, Seminars, Assignments, Attendance	10%
3.	External Examination	70%

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Course Outcomes	
1.	The basic Concepts of Industrial Relations, its, Origin and Historical Development/Evolution, the need of peaceful IR in organization, different approaches to IR, Strategies, and the parties that are associated with Industrial Relations.
2.	The Nature of Trade Union, the Causes for the employees to join Trade Union, the Strategic Choices before the Trade union and the Tactics used by the Trade Union, different Trade Union Movements in India and the Union legislation for the Trade Union.
3.	The meaning of Grievance, Causes of Grievance, Grievance Procedure in the industries, the Pre-Requisites of Grievance Procedure, the Disciplinary Procedure, whythere is a Need for Disciplinary Procedure, what are the Aspects and Objectives of Disciplinary Procedure, Red-Hot Stove Rule, Causes of Indiscipline, Types of Punishment, Concept of Employee Counseling, its Types, Objectives and meaning and objectives of Mentoring.
4.	The Definition of Dispute/Conflicts, the Causes of Industrial Conflicts, Types of Industrial Conflicts The Concept of Collective Bargaining, the importance of Collective Bargaining, the Characteristics of Collective Bargaining, Essential conditions for Collective Bargaining, Function of Collective Bargaining, the process of collective bargaining, Collective Bargaining in India and the Recommendations of NCL (National Commission on Labour)

Suggested References	
Sr. No.	References
1	Aswathappa K. (2010). "Human Resource Management-Text and Cases" Sixth Edition Tata McGraw Hill Education Private Ltd, New Delhi.
2	Subba Rao P. 2010. "Personnel and Human Resource Management-Text and Cases" Himalaya Publishing House, Mumbai.
3	Dessler Gray & Varkkey Biju. (2008). "Human Resource Management" Ninth Edition, Pearson Education.
4	Kochan, T.A. & Henry Katz. (2009). "Collective Bargaining and Industrial Relations" Homewood, Illinois, Richard D Irish,
5	Industrial Relations, Trade Unions and Labour Legislation" by Pearson
6	"Industrial Relations in India" by Ravindranath

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On-line resources to be used if available as reference material
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On-line Resources

The students can avail the Online Material of this Course on the following websites

- <https://www.msuniv.ac.in/Download/Pdf/01ef65aec8a741f>
- <http://www.ddegjust.ac.in/studymaterial/mba/obh-311.pdf>
- gyankosh.ac.in/bitstream/123456789/19427/1/Unit-21.pdf
- <http://www.sasurieengg.com/e-course-material/MBA/II-Year-Sem-3/BA7034%20INDUSTRIAL%20RELATIONS%20AND%20LABOUR%20WELFARE.pdf>
