

## BBA 531-18 Industrial Relations and Labour Laws

**Course objective:** The course aims at providing fundamental knowledge and exposure to the industrial relations and related aspects prevailing in industries and to familiarize the students with various Labour Legislations applicable to businesses.

**Course Outcomes (COs):** After completion of the course, the students shall be able to:

CO1: Describe fundamental concepts and nature of Industrial Relations.

CO2: To understand the nature and role of trade unions for workers and industries.

CO3: To study the relevance of collective bargaining and its impact on employee-management relations.

CO4: To understand industrial disputes and ways to resolve them.

CO5: To apply various industrial legislations in business.

### UNIT-I

**Definition & Concept of industrial relations**, Factors affecting industrial relations. Importance of industrial relations, Approaches to industrial relations, Impact of Technological changes on industrial relations. **Trade Unions:** Nature of Trade Unions, Trade Union movement in India, Reasons for employees to join trade Unions, Problems of Trade Unions & Remedies. Quality Circles, history of QC, Organization structure of QC, Benefits and Problems of QC.

### UNIT-II

**Concept of collective bargaining**, Prerequisites for collective bargaining, the collective bargaining process, Principles of Collective Bargaining, Essential conditions for the success of collective bargaining, Collective Bargaining and Labour Management Co-Operation in India.

**Grievance Management** – causes of grievance – effects of grievance, Negotiation and Collective Settlements, Grievance redressal procedure.

### UNIT-III

**Meaning & causes of Industrial Conflicts**, Types of Industrial Conflicts. Strikes & Lockouts, Machinery for resolving Industrial Disputes under Law. **Meaning of workers participation in management**, concepts and objectives of workers participation in management, growth and development of workers participation in management, types of workers participation in management.

### UNIT-IV

**Emergence and Objectives of Labour Laws** , An overview of Factories Act , Industrial Disputes Act ,Payment of wages Act, Payment of Bonus Act, ESI Act, Payment of Gratuity Act, Minimum Wage Act, PF Act. An introduction to The Industrial Relations Code-2019.

#### **Suggested Readings/Books:**

- Davar, *Personnel management and Industrial Relations*, Vikas Publishing House Pvt Limited
- Memoria ,C.B, *Dynamics of industrial Relations in India*, Himalaya Pub. House
- Johnson, *Introduction to Industrial Relations*, Greenwich Book Publishers
- Sharma A.M, *Industrial Relations*, Himalaya Publishing House
- Ghosh, B., *Personnel management and Industrial Relations*, McGraw - Hill Publishing Co . Ltd
- Flippo B., *Personnel management and Industrial Relations*, McGraw-Hill
- Kapoor, N.D, *Labour Legislation*, Sultan Chand & Sons
- Memoria ,C.B, *Personnel management Himalaya Publishing House*