

**ADVANCED INDUSTRIAL RELATIONS**

**COURSE OBJECTIVE :**

To familiarize students with concepts of Industrial relations and current industrial relations scenario in India.

**COURSE SYLLABUS**

- 1. Industrial Relations :** Definition, meaning of industrial relations, characteristics of a good industrial relations system - changing profile of industrial workers – Labour in constitution – Administration of Labour Department.
- 2. ILO** – History, aims, objectives, structure and functions, social security measures, achievements, influence of ILO on Indian Industrial relations - Labour Welfare practices in India.
- 3. Trade unionism** – History, objectives, problems faced, recognition – Trade Union Movement in India – Employer Federation, Collective Bargaining : Methods, issues, problem and settlement.
- 4. Industrial Conflict :** Standing orders, industrial disputes, settlement machineries, Industrial peace and harmony, industrial conflict types, causes, consequences, grievance, discipline, domestic enquiry – recent trends.
- 5. Industrial democracy – workers participation :** Objectives schemes, methods – participation schemes in Industries in India - quality circles – Quality of work life.

**References:**

Arun Monappa, 'INDUSTRIAL RELATIONS', S.Chand Co., 1989.  
Srivastava, 'Industrial Relations and Labour Laws' (2<sup>nd</sup>) Vikas Publishing house Pvt. Ltd., 2002.  
Vijay Ashdir, "Management of Industrial Relations" (2<sup>nd</sup>) Kalyani Publishers, 2003.  
Kesar singh Bhangoo, Dynamics of Industrial Relations, Deep Publications, 2004.  
Sharma A.M., 'Industrial Relations' and conceptual, legal frame work', Himalaya Publishing House, Bombay, 1989.