

UNION – MANAGEMENT RELATIONS

- I. Industrial Relations in India : Definition, meaning of Industrial relations, characteristics of a good. Industrial Relations system, tri-partite approach, Indian Labour Conference, Code of Discipline in Industry.
ILO : History, aims, objectives, structure, functions and achievements, Influence of ILO on Indian Industrial Relations.
- II. Trade Union Movement : National and International. Trade Unionism : Historical perspective, objectives, problems faced, recognition of trade unions, employers federations: Origin, growth, objectives, functions, structure and administration.
- III. Collective Bargaining : Meaning, theories, goals, phases, pre-requisites, principles, strategies and skills; factors influencing collective bargaining, content of collective agreements, productivity linked bargaining, collective bargaining in abroad.
- IV. Industrial conflicts: Concepts of Industrial peace and industrial conflict : Causes and consequences, strikes and lock-outs. Machinery for prevention and settlement of disputes: conciliation, arbitration and adjudication; Grievance procedure and Domestic enquiry.
- V. Worker's participation in management : Meaning, scope of Industrial Democracy various workers, participation in Industries in India, UK, Germany and Yugoslavia.

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