

Course Objective:

- To provide learners with a comprehensive understanding of Industrial Relations by enabling them to examine the evolution, concepts, and approaches of industrial relations

	Course Outcomes
CO1	Analyse the needs and importance of industrial relations in organisations.
CO2	Describe the concept, characteristics, objectives, and functions of trade unions.
CO3	Understand and apply the collective bargaining process and its scope in resolving industrial disputes.
CO4	Understand the philosophy, concepts, objectives, and importance of workers' participation in management.
CO5	Explain the concept, stages, and benefits of quality circles and employee empowerment.

Unit 1: Introduction – Evolution – meaning – definitions – features – objectives – importance – functions – needs – approaches – socio–economic and technological scenario of industrial relations – conditions of healthy industrial relations.

Unit 2: Trade unionism – concept – meaning – definitions – characteristics – needs and importance– objectives - structure of trade unions - structure of trade unions in India – functions of modern trade unions – problems of trade unions – measures to strengthen trade union movement in India - Role of employers' organisations.

Unit 3: collective bargaining – meaning - definition – features – various functions of collective bargaining – types of collective bargaining – collective bargaining process – scope -

Unit 4: Workers ' Participation in Management – Philosophy – Concept of Profit Sharing – Features of Workers ' Participation in Management – Objectives – Importance – Joint Management – Functions and Objectives – Failure of Workers ' Participation Scheme in India.

Unit 5: Quality circles – features – benefits of quality circle – problems of quality circle – employee empowerment – five stages – benefits – workers education – objectives – features – central board for workers education – workers training.

Text Books/References:

1. P. Subba Rao, Industrial Relations: Trade Unions and Labour Legislation, Himalaya Publishing House, 5th Edition, 2019.
2. Monappa, Arun & Ranjeet Nambudiri, Industrial Relations, Tata McGraw-Hill, 2nd Edition, 2012.
3. Michael Salamon, Industrial Relations: Theory and Practice, Pearson Education, 4th Edition, 2000.