### Veer Narmad South Gujarat University

#### HSE-4: 604 – Management of Industrial Relations (HRM Elective Group)

###### Third Year BBA(Semester6) With Effect from A.Y.2021-22

**Objectives:** The subject will give basic understanding about the relationship between three parties to Industrial Relations- Employer, Employee and Government. The subject will enable the students to understand Trade Unions, Collective Bargaining and various aspects of Industrial conflicts. Being HR students, they must know the Health and Safety and its legislative matters. The subject will cover all those concepts and the students will be able to connect various issues of IR withmanagement.

**Pedagogic Tools:** Lectures, Assignments, Case Studies, Presentations, Practical Examples from corporate and business world.

**Course Content:**

**Chapter 1: Industrial Relations (20%)**

1. Meaning, Objectives and Importance of IndustrialRelations
2. Parties to IndustrialRelations
3. Approaches to IndustrialRelations
4. Conditions for good IndustrialRelations
5. Industrial Relations in India- History, Present andFuture
6. Workers participation inManagement

**Chapter 2: Trade Unions and Collective Bargaining (20%)**

1. Meaning, Objectives and Importance of tradeunion
2. Union Structure and types of TradeUnions
3. Functions of TradeUnions
4. Trade Union Act, 1926 and Amendment Act,2001
5. Problems and measures to strengthen TradeUnions
6. Meaning, Objectives and Importance of CollectiveBargaining
7. Collective BargainingProcess
8. BargainingStrategies
9. Case studies of Collective Bargaining in Indianhistory

**Chapter 3: Industrial Conflicts (20%)**

1. Introduction, Definition and Features of IndustrialConflicts
2. Causes of IndustrialConflicts
3. Types of IndustrialConflicts
4. Prevention and Settlement of IndustrialConflicts

**Chapter 4: Industrial Health & Safety (20%)**

1. Meaning and Definition of IndustrialHealth
2. Occupational Hazards and OccupationalDiseases
3. Safety & SafetyOrganization
4. Statutory Provisions to maintain Health &Safety
5. Accidents
6. Alcoholism and Drug Abuse inIndustries
7. Absenteeism andTurnover
8. Counselling skills formanagers

**Reference Books:**

1. Human Resource Management by C. B.Gupta
2. Human Resource Management by S. S.Khanka
3. Essentials of Human Resource Management and Industrial Relations by P. SubbaRao
4. Organization Behaviour by K.Ashwathappa
5. Human Resource Management by GaryDessler
6. Human Resource Management by BiswajeetPatnayak
7. Human Resource Management by K.Ashwathappa
8. Industrial Relations byMamoria