

**Bachelor of Management Studies**  
**Syllabus for Industrial Relation Semester V**

Old Syllabus	Proposed Syllabus
Title of the Paper: <b>Industrial Relation</b>	Title of the Paper : <b>Industrial Relation</b>
Subject Code <b>5005</b>	Subject Code

PAPER TITLE <b>Industrial Relation</b>	L	Cr	P/T	D (EE)	EE	IE	T
	04	04	Tutorials	2:30 hrs	75 Marks	25 Marks	100 Marks

#L=Lectures per week, Cr=Credits, P/T=Practical/Tutorials, D=External Exam Duration, EE=External Examination, IE=Internal Examination, T=Total Marks

Old Syllabus	Proposed Syllabus
<b>Objectives:</b> Provide intensive theoretical and practical knowledge of IR and Trade Union, provide outline position of IR in Indian Prospective and provide practical information about how to handle grievances.  <b>Outcomes:</b>	<b>Objectives:</b> <ul style="list-style-type: none"> <li>To understand the concept and working of Industrial Relation.</li> <li>To get the practical knowledge of IR and Trade Union.</li> <li>Study the Labour welfare and various labour welfare policies.</li> </ul> <b>Learning Outcomes:</b>

	<ul style="list-style-type: none"> <li>Students should be able to elaborate the concept of Industrial Relations.</li> <li>The students should be able to illustrate the role of trade union in the industrial setup.</li> <li>Students should be able to outline the important causes &amp; impact of industrial Disputes.</li> <li>Students should be able to elaborate Industrial Dispute settlement procedures</li> </ul>
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Old Syllabus		Proposed Syllabus							
Unit1	Topic and Details Old Syllabus	Module	Module Specific Objectives	Content	Weightage	Instruction Time	Credits	Evaluation	
								IE Weightage	EE Weightage
I	<b>Industrial Relations Perspective</b> Impact of Industrial Relation: Concept, Characteristics of IR , Importance of IR, Scope of IR – Factors Affecting IR, Approaches to IR, Pre – requisite for successful IR, Programme, Evaluation& aspects of IR, Characteristics of IR	I	<ul style="list-style-type: none"> <li>To understand the basics of IR.</li> <li>Study the pre requisite of IR.</li> <li>Understand the factors affecting IR.</li> </ul>	<b>Industrial Relations Perspective</b> Impact of Industrial Relation: Concept, Characteristics of IR , Importance of IR, Scope of IR – Factors Affecting IR, Approaches to IR, Pre – requisite for successful IR, Programme, Evaluation& aspects of IR.	25	15	1	07	20
II	<b>Labour Welfare</b> Introduction, welfare Provisions Personal Problems: Absenteeism, Employee Morale and Motivation, Health and Safety, Conflict to Cooperation		<ul style="list-style-type: none"> <li>To Study the Labour Welfare.</li> <li>To Understand the Provisions of Labour Welfare.</li> </ul>	<b>Labour Welfare</b> Introduction, welfare Provisions Personal Problems: Absenteeism, Employee Morale and Motivation, Health and Safety, Conflict to Cooperation	25	15	01	05	15
III	<b>Industrial Disputes:</b> Forms, Types, Causes, Preventions & Settlement of Dispute, Role and process of Negotiations- conciliation & arbitration.		<ul style="list-style-type: none"> <li>Understanding the concept of Industrial dispute.</li> <li>To Study discipline and</li> </ul>	<b>Industrial Disputes:</b> Forms, Types, Causes, Preventions & Settlement of Dispute, Role and process of Negotiations- conciliation & arbitration.	25	15	01	07	20

	<b>Discipline and Grievance Management:</b> Grievance procedure, disciplinary procedure. Collective Bargaining: Introduction, Nature or Characteristics, essential for collective bargaining, procedure of collective bargaining.		Grievance Management.	<b>Discipline and Grievance Management:</b> Grievance procedure, disciplinary procedure. Collective Bargaining: Introduction, Nature or Characteristics, essential for collective bargaining, procedure of collective bargaining.					
IV	<b>Trade Union Concept –</b> Trade Union Movement in India, trade union concept- General features, Function - Types & Structure of Trade Union, Problems of Trade unions, Essentials for success of Trade Unions.		<ul style="list-style-type: none"> <li>To understand Trade Union and trade union movement in India.</li> </ul>	<b>Trade Union Concept –</b> Trade Union Movement in India, trade union concept- General features, Function - Types & Structure of Trade Union, Problems of Trade unions, Essentials for success of Trade Unions.	25	15	01	06	20

#### Evaluation Scheme:

##### A. Internal Exams: Total Marks: 25

The internal testing should be continual and spread over the semester:

Criteria	Marks
Written test	10
Assignment / Presentation/s, Case study, Internal Objective test.	15
Total:	<b>25</b>

##### B. External Exams: Total Marks: 75

Q.1 is compulsory. 6 out of the remaining to be attempted by the students.

Q.1 Concepts and Definitions

15 Marks

Q.2 Short Notes  
Q.3 to Q.8 Long Questions

10 Marks  
10 Marks

**References:**

**A. Essential Reading:**

1. Arjun Monappa, Industrial Relation, Tata McGraw Hill, 2002
2. Subba Rao, Industrial Relation, Himalaya Publication, 2002.
3. C.B. Mamoria, Personnel Management, Himalaya Publication, 2000.

**B. Additional Reading:**

1. C.S. Venkata Ratnam & Manoranjan Dhal, Industrial Relation, Oxfard Digital, 2012.