

INDUSTRIAL RELATIONS AND LABOR LAWS

UNIT-I : Introduction-concept and determinations of industrial relations – industrial relations in India- Managing IR changes – IR and productivity. Technology and IR, Indian culture and IR. Effective Communication and IR management; Trade Union – Purpose, functions and Structure of Trade Unions; Social Responsibility of Trade Union.

UNIT-II: Employee counseling – Types, Methods, content, problems; Workers Participation; Discipline and Grievance Redressal; Collective Bargaining – Procedure, bargaining process; Labor Administration – ILO Labor Administration at the state, district and local levels.

UNIT-III: Employee Legislation – Historical Dimensions of Labor and Employee Legislation in India; Industrial Dispute Act, Trade Union Act; Industrial Employment Act.

UNIT-IV: Social Security Laws- Workmen Compensation act, ESI act, EPF act, Gratuity act, Maternity act; Wage and Bonus act.

UNIT-V:Factories act; Contract Labor Act; Child Labor act;Emerging dimensions: Quality of Life workers and governance of enterprises – View on the role of labor legislation; Scope for knowledge bases organizations in the areas including the BPO, KPO, call centers.Gender dimensions of labor laws.

Text Books

- **Arun Monappa:** “Industrial Relations”: Tata Mc-Graw Hill Publishing company Ltd.
- **B.D.Singh** “Labor Laws”; Excel Publications.

Reference books:

1. **Pramod Verms:** Management of Industrial Relations Reading and cases; Oxford and IBH publications.
 2. **T.N.Bhagolowala:** Economic of labor and social welfare
 3. Globalisation and labor – Management relations – dynamic of change, “**CS Venkata Ratnam**” response Books [2001]
 4. Human Resource Management, “**Biswaheet Pattanayak**”, 2/e. PHI
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