

Course Focusing on Human Values and Professional Ethics

KASC BBA 2017-2018

Sem.	Course Code	INDUSTRIAL RELATIONS AND LABOUR LAW	Total Marks: 100		Hours Per Week	Credits
			CIA: 25	ESE:75	5	4
V	17UABET506					

OBJECTIVE(S):

To equip the students with the concepts of labour laws and industrial relations in order to meet the global competency of growing Industries.

COURSE OUTCOMES:

- CO1 Learners will understand the disputes and settlement procedure in industry.
- CO2 Students can gain the knowledge about workers participation related to managerial functions.
- CO3 Enable to measure the productivity of the labour.
- CO4 Learners can understand the factories act and provident fund act.
- CO5 Able to identify the laws related to the welfare of the employees.

UNIT – I

Industrial Relations – Meaning- Relevance – Forms of Disputes – Causes, Prevention and Settlement of Disputes in Industrial Unrest. Collective Bargaining – Meaning – Objectives – Benefits. Conditions and Essentials for Successful Collective Bargaining – Negotiation.

UNIT - II

Workers participation in Management – Meaning – Objectives – Factors influencing participation. Works committee, Joint Management Councils - Democratic supervision, employee director, Consultative supervision.

UNIT – III

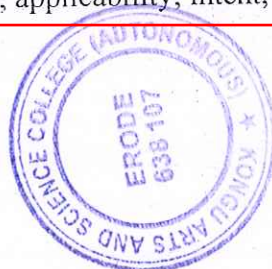
Productivity and labour welfare - Concept of productivity - Measurement – Factors affecting productivity. Trade Union- Trade Union Act 1926 – Important provisions- Trade unions at national level.

UNIT – IV

Factories Act 1948 - Object, applicability, obligation - Employee's Provident Fund and Miscellaneous provision Act 1952 – Object, Applicability and Provision.

UNIT – V

Employees State Insurance Act 1948 - Provision, applicability, main benefits, etc., Payment of Gratuity Act 1972- Scope, applicability, benefits, etc., Contract Labour (Regulation and abolition) Act 1970. Object, applicability, intent, provisions, etc.



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TEXT BOOK:

B.Nandhakumar, "Industrial Relations Labour Welfare and Labour Laws" -Vijay Nicole Imprints Pvt. Ltd. Chennai, 1st Edition, 2014.

REFERENCE BOOKS:

1. Fossum, J.A. Labour Relations—Development, Structure, Process, Irwin McGraw – Hill, New Delhi, 1999.
2. Farnham, D. and Pimlott, J, Understanding Industrial Relations, Cassell Education Ltd, London, 4th Edition, 1993.
3. Katz, H.C., Kochan, T.A and Colwin A.J, "An Introduction to Collective Bargaining and Industrial Relations, Irwin McGraw-Hill, New Delhi, 6th Edition, 2008.
4. Salamon Michael, Industrial Relations: Theory and Practice, Prentice-Hall, United States, 3rd Edition, 1987.

QUESTION PAPER PATTERN		
SECTION - A	SECTION - B	SECTION - C
10 x 1 = 10 Marks (Multiple Choice, Four options) Two questions from each unit	5 x 7 = 35 Marks (Either or Choice) Two questions from each unit	3 x 10 = 30 Marks (Answer any Three Questions) One question from each unit

A. B. 102
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