

**DHANALAKSHMI SRINIVASAN ENGINEERING COLLEGE
PERAMBALUR-621212
COURSE PLAN**

Name of the Faculty	Ms.N.Suguna			
Designation/Department	ASP/MBA			
Course Code/Name	BA5015/INDUSTRIAL RELATIONS AND LABOUR WELFARE			
Year/Section/Department	II/ MBA			
Credits Details	L:3	T:0	P:0	C:3
Total Contact Hours Required	45			

Syllabus:

UNIT I/ INDUSTRIAL RELATIONS	No. of Periods-7
Concepts – Importance – Industrial Relations Problems in the Public Sector – Growth of trade unions – Codes of conduct.	
UNIT II/ INDUSTRIAL CONFLICT	No. of Periods-12
Disputes – Impact – Causes – Strikes – Prevention – Industrial Peace – Government Machinery – Conciliation – Arbitration – Adjudication.	
UNIT III/ LABOUR WELFARE	No. of Periods-8
Concept - Objectives - Scope - Need - Voluntary Welfare Measures - Statutory Welfare Measures - Labour Welfare Fund - Education and Training Schemes.	
UNIT IV/ INDUSTRIAL SAFETY	No. of Periods-9
Causes of Accidents – Prevention – Safety Provisions – Industrial Health and Hygiene – Importance – Problems – Occupational Hazards – Diseases – Psychological problems – Counseling – Statutory Provisions.	
UNIT V/ WELFARE OF SPECIAL CATEGORIES OF LABOUR	No. of Periods-9
Child Labour – Female Labour - Contract Labour - Construction Labour - Agricultural Labour Differently abled labour - BPO & KPO Labour - Social Assistance- Social Security –Implications.	

Objective:

To explore contemporary knowledge and gain a conceptual understanding of industrial relations.
To understand the labour relationship with industries
To improve the industrial safety and its importance
To develop an understanding of welfare of special categories of labour.

Reference Book:

- R1.** Mamoria C.B.Sathis Mamoria, Gankar, Dynamics of Industrial Relations, Himalaya Publishing House, New Delhi, 2012.
- R2.** Arun Monappa, Ranjeet Nambudiri, Patturaja Selvaran, Industrial Relations & Labour Laws, TATA McGraw Hill, 2012.
- R3.** Ratna Sen, Industrial Relations in India, Shifting Paradigms, Macmillan India Ltd., New Delhi, 2007.
- R4.** C.S.Venkata Ratnam, Globalisation and Labour Mangament Relations, Response Books, 2007.
- R5.** Srivastava, Industrial Relations and Labour Laws, Vikas, 2007.
- R6.** P.N.Singh, Neeraj Kumar, Employee Relations Management, Pearson, 2011
- R7.** P.R.N.Sinha, Indu Bala Sinha, Seema Priyadharshini Shekhar, Industrial Relations, Trade Unions and Labour Legislation, Pearson 2004.
- R8.** Sivarathina Mohan, Industrial Relations and Labour Welfare, New Delhi,Printice Hall of India.

Website:

- W1:** www.slideshare.net/psudhamba/irlw(**Topic-12**)
W2: www.irlw.wordpress.com/ (**Topic-21**)
W3: www.scribd.com/doc/ba7034-irlw (**Topic:9**)
W4: [https://www.labour.gov.in/industrial-relations:](https://www.labour.gov.in/industrial-relations/)(**Topic- 29**)
W5: <https://www.sasurieengg.com> (**Topic - 26**)
W6: www.productforums.google.com (**Topic18**)
W7: www.indianmba.com (**Topic18**)

Course Plan:

Topic Number	Topic	Reference Detail	Page Number	Mode of teaching	Number of Periods Required	Cumulative Period
UNIT I						
1	Concepts	R2	6-8	BB	1	1
2	Importance	R5	24-57	BB	1	2
3	Industrial Relations Problems in the Public Sector	R5	9-12, 6-8	BB	2	4
4	Growth of Trade Unions	R5	27-28,8-17	PPT	2	6
5	Codes of conduct	R8	29-36,16-30	PPT	1	7
LEARNING OUTCOME						
At the end of unit, students should be able to Developing an understanding of ideas and usages of Industrial relation; Define Concepts, trends dominated I.R. concept in early stages, causes of Disputes improving I.R, strengthening Trade unions &Corporate codes of conduct on workers.						
UNIT II						
6	Disputes	R5	120-139	BB	1	8
7	Impact	R5	120-139	BB	1	9
8	Causes	R5	120-139	BB	1	10
9	Strikes	W3	Web	PPT	2	12
10	Prevention	R1	380-399	BB	1	13
11	Industrial Peace	R8	304-310	BB	1	14
12	Government Machinery	W1	Web	PPT	2	16
13	Conciliation	R5	248-258	BB	1	17
14	Arbitration	R8	106-110	BB	1	18
15	Adjudication	R5	280-299	PPT	1	19
LEARNING OUTCOME						
Identify the major causes for industrial conflicts, how Collective Bargaining, negotiation, adjudication and arbitration helps to reduce conflict. Techniques can be implemented to bring Industrial Peace .administrative machinery set up for resolving disputes.						
UNIT III						
16	Concept	R5	205-206	BB	1	20
17	Objectives	R8	200-207	BB	1	21
18	Scope	R8	200-208	BB	1	22

19	Need	R6	315-317	BB	1	23
20	Voluntary Welfare Measures	R5	271-272	BB	1	24
21	Statutory Welfare Measures	W2	Web	PPT	1	25
22	Labour Welfare Fund	W2	Web	PPT	1	26
23	Education and Training Schemes	R8	310-320	BB	1	27

LEARNING OUTCOME

Explain the labour welfare, kinds of training available for workers, voluntary welfare measures, How do labour welfare officers can prevent the industrial conflicts and analyse the effective strategy to improve the labour management relations in India

UNIT IV

24	Causes of Accidents	R8	300-305	BB	1	28
25	Prevention	R8	305-308	BB	1	29
26	Safety Provisions	W5	Web	PPT	1	30
27	Industrial Health and Hygiene	R8	377-378 262-267	BB	1	31
28	Importance	R8	470-471 288-290	BB	1	32
29	Problems-Occupational Hazards	W4	Web	PPT	1	33
30	Diseases	R4	404-406	BB	1	34
31	Psychological Problems-Counseling	R3	Sem	Seminar	1	35
32	Statutory Provisions	R8	350-360	BB	1	36

LEARNING OUTCOME

Explain the statutory health, welfare and safety provisions, find the consequences of work stress, preventive and curative measures of occupational diseases. causes of accidents in a factory and discuss the need for counseling, Major psychological problems of workers in factories

UNIT V

33	Child Labour	R1	Sem	Seminar	1	37
34	Female Labour	R4	Web	NPTEL	1	38
35	Contract Labour	W6	Web	BB	1	39
36	Construction Labour	R8	250-277	BB	1	40
37	Agricultural Labour	R2	25-35	BB	1	41
38	Differently abled labour	W6	Web	BB	1	42
39	BPO & KPO Labour	W7	Web	BB	1	43
40	Social Assistance	W7	Web	BB	1	44
41	Social Security Implications	R8	360-378	BB	1	45

LEARNING OUTCOME

social security and social assistance provided for child labor, women labour, agriculture labour , contract labour, knowledge workers and physically challenged people. various Acts, which regulate labour and employment in India

Course Outcome:

CO . 1	Developing an understanding of ideas and usages of Industrial relation; Define Concepts, trends dominated I.R. concept in early stages, causes of Disputes improving I.R, strengthening Trade unions & Corporate codes of conduct on workers.
CO . 2	Identify the major causes for industrial conflicts, how Collective Bargaining, negotiation, adjudication and arbitration helps to reduce conflict. Techniques can be implemented to bring Industrial Peace .administrative machinery set up for resolving disputes.
CO . 3	Explain the labour welfare, kinds of training available for workers, voluntary welfare measures, How do labour welfare officers can prevent the industrial conflicts and analyse the effective strategy to improve the labour management relations in India
CO . 4	Explain the statutory health, welfare and safety provisions, find the consequences of work stress, preventive and curative measures of occupational diseases. causes of accidents in a factory and discuss the need for counseling, Major psychological problems of workers in factories
CO . 5	social security and social assistance provided for child labor, women labour, agriculture labour , contract labour, knowledge workers and physically challenged people. various Acts, which regulate labour and employment in India

PROGRAMME OUTCOMES (POs):

1. Ability to apply the business acumen gained in practice.
2. Ability to understand and solve managerial issues.
3. Ability to communicate and negotiate effectively, to achieve organizational and individual goals.
4. Ability to upgrade their professional and managerial skills in their workplace.
5. Ability to explore and reflect about managerial challenges, develop informed managerial decisions in a dynamically unstable environment.
6. Ability to take up challenging assignments.
7. Ability to understand one's own ability to set achievable targets and complete them.
8. Ability to pursue lifelong learning.
9. To have a fulfilling business career.

Course Outcome Vs Program Outcome Mapping:

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9
CO 1	√	√							
CO 2			√	√	√				
CO 3			√		√				
CO 4						√	√		
CO 5								√	√

Content Beyond Syllabus:

- ❖ The effective strategy to improve the labour management relations in India.

Assignment:

Assig. Number	Batch Details	Register Number	Total Number	Mode of Assignment MCQ/Seminar/ PPT	Topics
I	Batch 1	1 to 8	8	MCQ	MCQ
	Batch 2	9- 16	8	Seminar	1. Explain industrial relations problems in the public sector 5. Explain the government machinery available for industrial peace
	Batch 3	17-23	7	PPT	1. Explain the importance of Industrial Relations 2. Explain the disputes and impact of conflicts
II	Batch 1	1 to 8	8	PPT	1.Explain the availability statutory welfare measure for labours 2.Explain the various psychological problems arises in work place
	Batch 2	9- 16	8	MCQ	MCQ
	Batch 3	17-23	7	Seminar	1. Explain the various voluntary welfare measures available for labour 2. Explain the safety provisions
III	Batch 1	1 to 8	8	Seminar	1.Explain the causes of accidents 2.Explain about BPO & KPO labour
	Batch 2	9- 16	8	PPT	1.Explain the education and training schemes 2.Explain the role and nature of female labour
	Batch 3	17-23	7	MCQ	MCQ

SIM Questions:

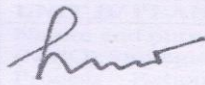
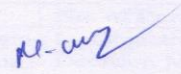

SIM 1	<ol style="list-style-type: none"> 1.Different types of trade union and also four important types of union structure(Nov-2016) 2.Write importance and scope of industrial relation(Nov-2016) 3.Write principles of collective bargaining(Nov-2017) 4.Growth of trade union in India(Nov-2014) 5.Issues of industrial relations currently faced by the public sector. (Nov-2018) 6.Industrial dispute various methods statutory available to solve industrial dispute(Nov-2016) 7.Explain the effectiveness of preventive and settlement machinery of industrial conflict (Nov-2016) 8.Explain individual dispute became industrial dispute (Nov-2017) 9.Discuss the primary conciliation procedure is a mode of settlement of industrial dispute (Nov-2017) 10.Cause and Important of Industrial dispute (Nov-2018) 11.Explain industrial relations problems in the public sector organizations. (Nov-2015) 12.State the functions of industrial relations and objectives of industrial relations. . (Apr -2016)
SIM 2	<ol style="list-style-type: none"> 1.The Various training schemes(Nov-2016) 2.Statutory measures are available in India redressal of employee(Nov-2016) 3.Explain in detail the law relating to labour welfare in India(Nov-2017) 4.Needs and scope available for women employee and contract labour(Nov-2018) 5.Welfare measures available for women employee and contract labour(Nov-2018)

	<p>6.Causes of industrial accidents & prevention(Nov-2016)</p> <p>7.Various statutory provision available for industry safety(Nov-2016)</p> <p>8.Various types of occupation hazards(Nov-2018)</p> <p>9.Various types of industrial accidents(Nov-2018)</p> <p>10.Write a detail note on significance of industrial health & hygiene(Nov-2014)</p> <p>11.Explain strikes. State the advantage and disadvantage of strikes. (Nov-2015)</p> <p>12.Explain in detail the concepts, classifications and provisions of labour welfare India. (Apr -2016)</p>
SIM 3	<p>1. Mention the welfare measures for differently able labors (Nov-2016)</p> <p>2. Social security needs and various schemes of social security (nov-2016)</p> <p>3. Challenges and remedies relating to migrant child labour welfare (Nov-2017)</p> <p>4. Various welfare measures to be adjusted within child labour female labour and contract labour (Nov-2014)</p> <p>5. Welfare measure provided for BPO and KPO labour force its implication (Nov-2014)</p> <p>6. Trace the history evolution and evolution of Trade Union Movement in India (Apr -2019)</p> <p>7. Explain in detail the importance and different concept of Industrial Relations(Apr -2019)</p> <p>8. What is Industrial Dispute? Write in detail the different steps and procedure to be followed statutorily in solving industrial dispute. (Apr -2019)</p> <p>9. Write in detail the various labour welfare provisions available and guaranteed to industrial workers statutorily(Apr -2019)</p> <p>10. What is accident? Write the importance and method of carrying accident investigation(Apr -2019)</p> <p>11. Write the various steps taken by the Government of India to protect the Rights of Child labor and female labor (Apr -2019)</p> <p>12. Write the various social security measures and social assistance programmes available in India for the welfare of differently abled, construction and agriculture labors(Apr -2019)</p>

Submission Details:

Phase 1(Before AT 1)		Phase 2 (Before AT 2)		Phase 3 (Before AT 3)	
Assignment 1	SIM 1	Assignment 2	SIM 2	Assignment 3	SIM 3
25.8.2020	4.9.2020	18.9.2020	4.10.2020	16.10.2020	28.10.2020

Google Class Code Details:h2kbf13

<p>Prepared By</p>  <p>(N.Suguna-ASP)</p>	<p>Verified By</p>  <p>(HOD-MBA)</p>	<p>Approved By</p>  <p>(Principal)</p>
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