

**B Com 4<sup>th</sup> Semester**

**Course Title: INDUSTRIAL RELATIONS**

**Course Code: HRMMAJ4**

**Nature of Course: Major**

**Core Total Credit: 4**

**Total Marks: 60 (End Sem) +40 (In-Sem)**

**1. Course Objectives:**

**The course aims to:**

- Provide conceptual clarity on industrial relations and its significance in promoting industrial harmony.
- Develop understanding of trade unions and employer associations in the Indian context.
- Examine the causes and management of industrial disputes and related legal provisions.
- Familiarize students with the preventive and settlement machinery of industrial disputes under the Industrial Disputes Act, 1947.
- Promote ethical awareness, gender sensitivity, and appreciation of worker rights and responsibilities in the workplace.

**2. Course Outcomes with Learning Outcomes**

**CO1: Understand the concept and significance of industrial relations, trade unions, and employer associations in India.**

- LO1: Define and explain concepts, objectives, and importance of industrial relations.
- LO2: Describe the structure, role, and functions of trade unions and employer associations.

**CO2: Examine causes and management of industrial disputes under relevant laws and frameworks.**

- LO3: Identify and analyze the causes and consequences of industrial disputes.
- LO4: Explain legal provisions regarding strikes, lockouts, and dispute management under the Industrial Dispute Act, 1947.

**CO3: Analyze the role and effectiveness of preventive and settlement machinery in resolving conflicts.**

- LO5: Apply knowledge of preventive and settlement mechanisms such as conciliation, arbitration, and adjudication.
- LO6: Evaluate the effectiveness of bipartite and tripartite bodies, grievance redressal, and collective bargaining.

**CO4: Demonstrate ethical awareness and gender sensitivity in the workplace while promoting fair industrial practices.**

- LO7: Demonstrate understanding of workplace ethics, gender equity, and worker responsibilities.
- LO8: Design strategies to handle gender-based issues and promote ethical work environments.

### 3. Cognitive Mapping of Course Outcomes Using Revised Bloom’s Taxonomy

Course Outcomes (COs)	Cognitive Level	Keywords (Bloom’s Verbs)
CO1	Remember, Understand	Define, Explain, Describe
CO2	Apply, Analyze	Illustrate, Examine, Differentiate
CO3	Analyze, Evaluate	Compare, Assess, Interpret
CO4	Apply, Evaluate, Create	Demonstrate, Recommend, Design

### 4. Mapping of Course Outcomes to Program Outcomes (POs)

COs	PO1 Knowledge of Management & Labour Laws	PO2 Analytical & Problem- Solving Skills	PO3 Effective Communication	PO4 Ethical & Social Responsibility	PO5 Teamwork & Leadership	PO6 Lifelong Learning & Professional Development
CO1	✓	✓				
CO2	✓	✓			✓	
CO3		✓		✓	✓	✓
CO4			✓	✓	✓	✓

UNITS	COURSE CONTENT	L	T	Hours
I (15Marks)	Industrial Relation: Concept, Importance, factors influencing IR; Trade Union: Meaning, Function, Trade Union Movement in India, Problems of Trade Unions, Impact of Globalization on Trade Unions, Employers Association- Objective of Employers Organization-National Level Associations, Types of Trade Union. ILO.	13	2	15
II (15Marks)	Meaning of strikes and lockouts, Forms of strikes and their legal status, Justified and Unjustified Strikes and Lockouts. Industrial Dispute: Concept, Causes and Consequences, Management of strikes and lockouts under the Industrial Dispute Act 1947.	13	2	15
III (15 Marks)	Prevention Mechanisms of Industrial Dispute: Tripartite and Bipartite Bodies, Standing Orders and Grievance Procedure, Workers Participation in Management, Collective Bargaining Settlement Mechanisms of Industrial Dispute: Conciliation, Arbitration and Adjudication, Labour Court, Industrial Tribunal and National Tribunal	13	2	15
IV (15 Marks)	Workplace-Gender Sensitization, Rights of Worker, Mechanism to address Gender-Based Grievances and Issues, Code of Conduct for workers relating to Professional Ethics, Workers Responsibility.	13	2	15
	TOTAL	50	8	60

Where: L= Lectures, T= Tutorial

Total Classes= 60

**Modes of In- Semester Assessment: (40 Marks)**

Two Sessional Examinations 10 x 2= 20 Marks

- Other (Any two) 10 x 2= 20 Marks
- Group Discussion

- Assignment
- Industrial Visit
- Seminar Presentation on any of the relevant Topic
- Case Studies

**Reference Books:**

- Padhi, P. K. (2019). Industrial relations. (4th ed.). Prentice Hall India.
- Sinha, P.R.N., Sinha, I. & Priyadarshini, S. (2019). Industrial relations, trade unions and labour legislations (3rd ed.). Pearson Education.
- Mamoria C.B., Dynamics of Industrial relations in India, Himalaya Publishing House, New Delhi.
- Bangoo K.S., Dynamics of Industrial relations, Deep & Deep Publications, New Delhi.