

 <p>Since 1951</p>	<p align="center">B. J. VANIJYA MAHAVIDYALAYA (Autonomous) (Grant-in-Aid) (Affiliated to Sardar Patel University) Vallabh Vidyanagar- 388 120, Dist. Anand, Gujarat, India Accredited with CGPA of 2.78 on four point scale at B++ Grade by NAAC Syllabus with effective from June - 2025</p>
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Master of Commerce (M.Com.)

Semester - III

Course Code PB03ECOM53	Title of the Paper Industrial Relations	Total Credit 04
Course Objectives	<ol style="list-style-type: none"> 1. To promote harmony among workers, employers, and the government to enhance productivity and minimize conflicts. 2. To protect workers' rights, improve working conditions, and enhance labor welfare through organized collective action and legal support. 3. To resolve employee issues through grievance and disciplinary procedures, and foster growth via counseling and mentoring. 4. To resolve industrial conflicts through negotiation and collective bargaining, ensuring fair terms and harmony. 	

Unit	Course Description Description	Weightage
1.	INDUSTRIAL RELATION <ul style="list-style-type: none"> • Concept of Industrial Relation • Scope, Characteristics, Objectives and Factors of Industrial Relation • Importance of Peaceful Industrial Relation • Causes of Poor Industrial Relation • Developing Sound Industrial Relation • Parties to IR, IR strategy 	25%
2.	TRADE UNIONS <ul style="list-style-type: none"> • Meaning and Definition of Trade Union • Characteristics, Functions and Role of Trade Unions • Registration of Trade Unions • Why do Employees Join Unions? • Union Tactics and Union Legislation • Problems of Trade Unions • Trade Union Movement in India • Measure to strengthen Trade Union Management in India 	25%
3.	GRIEVANCE AND DISCIPLINE, COUNSELING AND MENTORING GRIEVANCE <ul style="list-style-type: none"> • Grievance Procedure-Meaning, Definition • The Causes of Grievances • Model of Grievance Procedure • The Grievance Procedure DISCIPLINE	25%

	<ul style="list-style-type: none"> • Disciplinary Procedure - Meaning and Definitions • Need for Disciplinary Measures • Aspects, Objectives and Types of Discipline • The Red-Hot Stove Rule <p>EMPLOYEE COUNSELING AND MENTORING</p> <p>EMPLOYEE COUNSELING</p> <ul style="list-style-type: none"> • Concept of Employee Counseling • Objectives of Counseling • Process of Counseling • Types Counseling • Counseling as a Process of Developing in Organization <p>MENTORING</p> <ul style="list-style-type: none"> • Mentoring: Meaning and Functions 	
4.	<p>INDUSTRIAL CONFLICTS AND COLLECTIVE BARGAINING</p> <p>INDUSTRIAL CONFLICTS</p> <ul style="list-style-type: none"> • Definition of Dispute/Conflicts • Causes, Types of Industrial Conflicts • Prevention of Industrial Conflicts • Settlement of Conflicts <p>COLLECTIVE BARGAINING</p> <ul style="list-style-type: none"> • Definition of Collective Bargaining • Characteristics, Importance and Strategies of Collective Bargaining • Essential conditions for the Success of Collective Bargaining • Functions of Collective Bargaining • Collective Bargaining Process • Collective Bargaining in India 	25%

Teaching- Learning Methodology	Lecture, Group Discussion, Doubt Solving, Power Point Presentation, Case Study, Real Life Company Examples, & Seminar
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal/ Written Examination	20%
2.	Internal Continuous Assessment in the form of Viva-Voce, Quizzes, Seminars, Assignments, Attendance	10%
3.	External Examination	70%

Students will have to score minimum of 40% to pass the course.

Course Outcomes: Having Completed this course, the students will be able to:	
1.	To understand the basic concepts, historical development, need for peaceful industrial relations, approaches, strategies, and key parties involved in industrial relations.
2.	To learn about the nature of trade unions, reasons employees join, strategic choices and tactics used, trade union movements in India, and relevant union legislation.
3.	To understand the meaning, causes, and procedure of grievances, the need for and objectives of disciplinary procedures, types of punishment, employee counseling, and mentoring.

4.	To learn the definition, causes, and types of industrial conflicts, the concept, importance, characteristics, conditions, and process of collective bargaining, and the recommendations of the National Commission on Labor (NCL) in India.
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Suggested References:

Sr. No.	References
1.	Aswathappa K. (2010). “Human Resource Management-Text and Cases” Sixth Edition Tata McGraw Hill Education Private Ltd, New Delhi.
2.	Subba Rao P. 2010. “Personnel and Human Resource Management-Text and Cases” Himalaya Publishing House, Mumbai.
3.	Dessler Gray & Varkkey Biju. (2008). “Human Resource Management” Ninth Edition, Pearson Education.
4.	Kochan, T.A. & Henry Katz. (2009). “Collective Bargaining and Industrial Relations” Homewood, Illinois, Richard D Irish,
5.	On-Line Resources available that can be used as Reference Material
6.	On-Line Resources The students can avail the Online Material of this Course on the following websites <ul style="list-style-type: none"> • https://www.msuniv.ac.in/Download/Pdf/01ef65aec8a741f • http://www.ddegjust.ac.in/studymaterial/mba/obh-311.pdf • gyankosh.ac.in/bitstream/123456789/19427/1/Unit-21.pdf • http://www.sasurieengg.com/e-course-material/MBA/II-Year-Sem-3/BA7034%20INDUSTRIAL%20RELATIONS%20AND%20LABOUR%20WELFARE.pdf