

# BBA 3<sup>RD</sup> YEAR 6<sup>TH</sup> SEMESTER ELECTIVE-4 EMPLOYEE RELATIONS(HR)

---

## COURSE OBJECTIVE:

THE AIM OF THIS COURSE IS TO INTRODUCE STUDENTS TO THE THEORIES AND PRACTICES OF INDUSTRIAL RELATIONS. THE MODULE EXAMINES THE RELATIONSHIP EXISTING BETWEEN EMPLOYER AND EMPLOYEE

# UNIT I – INDUSTRIAL RELATIONS

---

- Concept
- Definition
- Objectives, scope, approaches, principles
- Factors affecting employee stability
- Employee Relations at Workplace, culture

# UNIT 2 – INDUSTRIAL CONFLICT

---

- Causes of Industrial Disputes
- Machinery for settling of disputes- Negotiation, Conciliation, Mediation, Arbitration and Adjudication
- Grievance Handling: Causes of grievances- Guidelines for grievance handling- Grievances Redressal procedures.
- Employee Discipline: Causes of indiscipline- Code of discipline- Disciplinary procedure- Code of conduct
- Collective Bargaining

# UNIT 3 – EMPLOYEE RELATIONS

---

- Changing concept of management and labour relations ; Laws, development of the idea of social justice , limitation of management prerogatives, increasing labour responsibility in productivity
- Joint consultation in India
- The Employment relationship, Employee relations , Managing employee relations , Employee voice

# UNIT 4 – TRADE UNIONISM AND INDUSTRIAL RELATIONS

---

- Labour movement: Trade union movement, Functions and problems of trade unions
- International Labour Movement: International Confederation of Free Trade Unions (ICFTU), World Federation of Trade Unions (WFTU), International Labour Organization's (ILO)
- Worker's Participation in Management-Forms

# UNIT 5 – WAGE LEGISLATION AND ADMINISTRATION

---

- Wage legislation and Administration: The need for wage legislation, payment of wages Act- 1936, The minimum wages Act- 1948, The payment of Bonus Act- 1965, Equal remuneration Act- 1976
- Managing the work environment
- Health and safety management