

FOURTH SEMESTER
Paper I
TRADE UNIONISM & COLLECTIVE BARGAINING

Unit-I: Trade Unionism - Meaning & concept Emergence of trade unionism, History of trade union movement in India, Functions of trade unions.

Unit-II: Principles of trade Unions. Registration of trade union. Rights of Registered trade unions, Cancellation of Registration, Recognition of trade unions.

Unit-III: Problems of trade unions, Types & structure of trade unions.

Unit-IV: Collective Bargaining, Meaning & Concept, Need, Importance, Principles of collective Bargaining, Collective Bargaining, Agreement at plant level, Industry level & national level.

Unit-V: Methodology for Bargaining, Developing a Bargaining.

REFERENCE BOOKS :

Dale, Yoder	Personnel Management & Industrial Relations.
Northcott	Personnel Management Principles & Practices.
Filippo	Personnel Management.
Sen Gupta & Others	Personnel Management & Industrial Relations
Strauss & Sayle	Personnel Management & Industrial Relations.
Indian Institute of Personnel Mgt.	Personnel Management in India.
Charles Myer	Industrial Relations in India.
Rudra Basavraj	Personnel Administration Practices in India.
R.S.Davar	Personnel Management & Industrial Relations.
C.B.Mamoria	Personnel Management * Industrial Relations.
P.G.Shejwalkar	Personnel Management & Industrial Relations.

Paper II

REGULATION OF INDUSTRIAL DISPUTES

Unit-I: Industrial Disputes-Definition, forms of disputes, causes of disputes, Labour Welfare Officer, Need, functions and duties.

Unit-II: Preventive Measures. Works Committee, Joint Management Councils Standing orders, Grievance, Grievance Procedure, Misconduct, Disciplinary action.

Unit-III: Preventive Measures-Code of Discipline, workers participation in Management-concept, meaning, aims and objectives, Forms and levels of participation, Wage Policy & wage boards.

Unit-IV: Settlements Machinery-Conciliation- functions and process of Mediation, conciliation Machinery, conciliation officer, Arbitration- concept, Advantages, Limitations, type, Arbitrator, Adjudication, importance, Types, labour court, Industrial tribunal, National Tribunal, Procedure for settlement of Disputes.

Unit-V: Tripartite bodies for prevention of Disputes, Indian labour conference and standing labour committee, National commission on labour.

REFERENCE BOOKS:

Dale, Yoder	Personnel Management & Industrial Relations.
Northcott	Personnel Management Principles & Practice.
Filippo	Personnel Management.
Sen-Gupta & others	Personnel Management & Industrial Relations.
Strauss & Sayle	Personnel Management & Industrial Relations.
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Paper III

WAGE AND SALARY ADMINISTRATION

Unit-I: Concepts and Theories Terminology and Concepts Need, Objective and Principles of Wage Salary Administration, Mechanism Wage Theories, Types of Wages, Wage Fixation institutions in India.

Unit-II: Wage Differentials : Wage Differentials as Corollary of Factor Differentials Basic for Differentials-Occupation, Industry Region , Causes of Wage Inequality, Organisational Wage Structure, Wage Differential Social Programming of Wages.

Unit-III: Wage Determination : Need for Rational Wage Structure, Prerequisite for wage Standardisation, Wage Board- Constitution, Function and Critical Study Wage Determination, Determining the Wage Rate, Role of Trade Union.

Unit-IV: Wage Incentives : Incentives, Incentive Wage System, Individual and Group incentives, Financial and Nonfinancial Incentives, Profit Sharing, Participation in Management, Performance Appraisal, Merit rating, Attitudes of Workers Union.

Unit-V: Bonus and fringe benefits : Bonus Provisions Under Bonus Act, Fringe Benefits- Meaning and Need, Objectives of Fringe Benefit, Types of Fringe Benefit, Utilization of Staff and Productivity.

REFERENCE BOOKS :

Dale, Yoder	Personnel Management & Industrial Relations
Northcott	Personnel Management Principles & Practices.
Filippo	Personnel Management.
Sen Gupta & Others	Personnel Management & Industrial Relations.
Strauss & Sayle	Personnel Management & Industrial Relations.
Indian Institute of Personnel Mgt.	Personnel Management in India.
Charles Myer	Industrial Relations in India.

Paper IV

LABOUR LEGISLATION-2

Unit-I: Employees State Insurance Act-1948.

Unit-II: Workmen Compensation Act-1923 with amendments of 1984

Unit-III: Payment of gratuity Act-1972 with Amendment- 1984, Maternity Benefit Act-1961.

Unit-IV: Employees Provident fund & Miscellaneous Provisions Act-1952, Provident fund Act-1925.

Unit-V: Payment of Bonus Act 1965, Employees family Pension Scheme 1971, Employees Deposit linked Insurance Scheme 1976.

REFERENCE BOOKS:

18.Deivasigamani Road Labour Law Journal.

Madras

N.D.Kapoor

Handbook of Industrial Law.

P.L.Malik

Industrial Law.

DISSERTATION

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Dissertation shall be done by Internal and External Examiners, Out of 200 Marks to be distributed as follows:

100 Marks for Dissertation and

100 Marks for Viva-voce.