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-V: Methodology for Bargaining, Developing a Bargaining.

REFERENCE BOOKS:

Dale, Yoder Personnel Management & Industrial Relations.
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.
Indian Institute Personnel Management in India of Personnel Mgt.
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 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-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.


REFERENCE BOOKS :

Dale, Yoder  Personnel Management & Industrial Relations
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-V: Payment of Bonus Act 1965, Employees family Pension Scheme 1971, Employees Deposit linked Insurance Scheme 1976.

REFERENCE BOOKS:

18.Deivasigamani Road Madras
N.D.Kapoor
P.L.Malik
Handbook of Industrial Law.
Industrial Law.

DISSERTATION

...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.