

MBAS 511 : EMPLOYEE RELATIONS MANAGEMENT

Workload : 4 hours per week. - Total credits: 4

Examination : 3 hours 70 marks

Objectives : To understand the significance of employee relations in modern organizations and various legislations relating to employees relations.

Pedagogy : Lectures, assignments, practical exercises, discussions, seminars.

Chapter 1: Introduction: Concept and importance of Employee relations, comparison between Industrial relations and Employee relations, paradigm shift from IR to ER, trends in employee relations management.

Chapter 2: Employee Relations Management at Work: A strategic frame work, policies and processes, culture and employee relations, the role of ER manager, the future of employee relations. Changing characteristics of industrial employees.

Chapter 3: Employee Relations and Legislations: Regulations of employee relations- ID Act, 1947. Regulations of working conditions- Factories Act, 1948, Contract Labour Act, 1970, Shops and Establishments Act, 1953. Regulations of social securities- ESI Act, 1948, Workmen Compensation Act, 1923, Payment of Gratuity Act, 1972. Regulations of wage- Payment of Wages Act, 1936, Minimum Wages Act, 1948, Payment of Bonus Act, 1965.

Chapter 4: Employee Discipline: Code of Discipline- Industrial Employment (SO) Act, 1946. Employee Grievance handling procedure, Domestic inquiry procedure.

Chapter 5: Employee Relations and Negotiation: Conflict and Negotiations, situations requiring negotiation, integrative and distributive negotiation strategies, the basic negotiation process- strengthening collective bargaining, employee counseling methods.

Chapter 6: Industrial Conflict: Nature of conflict and its manifestations - conflict data and trends, Conflict resolutions, tripartite and labour administrative machinery, Prevention and Settlement of industrial disputes; Rise of industrial disputes - meaning and forms of Industrial disputes, Causes & effects of industrial disputes, right to strike and industrial peace, Settlement of industrial disputes, Joint consultations, negotiations, conciliation and mediation, Arbitration (Voluntary & compulsory) Adjudication Procedure.

Chapter 7: Workers participation in Management: Introduction and concept - determinants, forms and level of participation -Sachar and Verma Committees, workers' participation in management in India -Jamshedpur experiment -workers participation and different schemes - workers participation in Management practices in USA, UK, Germany, China and Japan.

Chapter 8: Prevention of Sexual harassment at workplace: Meaning and significance, Supreme court verdict in Vishaka Versus State of Rajasthan case, Employer responsibility to create harassment free work place, Training of employees for good behavior, Modifying service rules to include sexual harassment as misconduct. Punishing the perpetrator and protecting the victim.

References:

1. Singh P.N. and Neeraj Kumar- Employee Relations Management - Pearson Education, Noida.,
2. Charles Myers-Industrial Relations in India, 2ndedn - Asia Publishing House, London.
3. VermaPramod -Management of Industrial Relations - Oxford and IBH.
4. Mamoria, Mamoria and Gankar -Dynamics Of Industrial Relations-Himalaya Publishing House.
5. ArunMonappa- Industrial Relations, TataMc.GrawHill- New Delhi.
6. Sinha P.R.N, Sinha I.B and Shekhar S.P-Industrial Relations- Pearson Education.
7. Srivastava S.C-Industrial Relations and Labour Laws, 5thedn-Vikas Publishing House.
8. Singh B.D-Industrial Relations and Labour Law- Excel Books.
9. Sarma A.M-Industrial Jurisprudence and Labour Legislation, 5thedn - Himalaya Publishing House.
10. Davar.R.S- Personnel Management and Industrial Relations,10thedn -Vikas Publishing House.
11. Kapoor N.D- Hand Book of Industrial Law - Sultan Chand and Sons, New Delhi.
12. Venkataratnam C.S- Industrial Relations - Oxford University Press, New Delhi.