

## SEMESTER-II

**Course Title: EMPLOYEE RELATIONS**  
**Course in-charge: Prof. N U Khan**

**Course Number: HRM-SII-06**

Course has been designed to help students understand the conceptual difference between employee relations and industrial relations. It will help them recognise the growing interest in the use of employee relations to improve quality of work life. Students will be able to identify the balance between task achievement and quality of work life concerns needed for high productivity.

Course will be covered through Lecture Method, Case study method and Tutorials. Students will be given assignments which will also be presented in the class followed by discussions. Class teaching will be supplemented through Skill lab and extension lectures.

### **Learning Outcomes**

After going through this course, students will be able to align organisational and employee objectives for improved organisational effectiveness. The students will understand the importance and process of developing and maintaining harmonious relationships between the management and all levels of employees

### **The Course will be covered as the following Teaching Plan:**

#### **Week – 1 (20 – 21 January 2014)**

Topic: **1. Employee Relations: Concept, scope and evolution**  
**2. Employee involvement: concept types and practices.**

#### **Readings:**

1. Bhangoo, Singh Kesar, (1995), *Dynamics of Industrial Relations*, Deep & Deep Publications, New Delhi.
2. Mamoria, C.B., Satish Mamoria, and S.V Gankar., (1997), *Dynamics of Industrial Relations*, Himalaya Publishing House, New Delhi.
3. Khan N U, 2008, *Industrial Relations in India: A Historical Perspective*, New Delhi Sanjay Prakashan ISBN, 978-81-7453-318-0

#### **Week – 2 (27 – 28 January 2014)**

Topic: **1. Trade union movement with special focus on India**  
**2. Management of non-unionized employees**

#### **Readings:**

1. Kumar, C. B., (1961), *Development of Industrial Relations in India*, Orient Longmans Ltd., Bombay.
2. Das, Lal, K. K., (1983), *Industrial Relations in India*, S. Chand & Co. Ltd., New Delhi.
3. Khan N U, 2008, *Industrial Relations in India: A Historical Perspective*, New Delhi Sanjay Prakashan ISBN, 978-81-7453-318-0

**Week – 3 (3 – 4 March 2014)**

Topic: **Trade Unions Act, 1926**

**Readings:**

1. Sarma, A.M., (1991), *Industrial Relations – Conceptual and Legal Framework*, Himalaya Publishing House, New Delhi.
2. Agnihotri, Vidyadhar, (1970), *Industrial Relations in India*, Atma Ram and Sons, New Delhi.

**Week – 4 (10 – 11 March 2014)**

Topic: **Industrial Disputes Act, 1947**

**Reading:**

Gupta, S. R., (1987), *Industrial Disputes Settlement Machinery*, Prateeksha Publications, Jaipur.

Topic: **Industrial Employment (Standing Orders) Act, 1948**

**Reading:**

Gupta, K.L., (1979), *Industrial Democracy in Public Enterprises in India*, Navman Prakashan, Aligarh.

**Week – 6 (24 - 25 March 2014)**

Topic: **MRTU PULP act 1971**

**Reading:**

Sundar K.R. Shyam, (2009), *Current State and Evolution of Industrial Relations in Maharashtra*, New Delhi, International Labour Organization South Asia Office

**Week – 7 (31 March 2014)**

**Presentation of assignments followed by discussions**

**Week – 8 (1 April 2014)**

**Presentation of assignments followed by discussions**

**Week – 9 (7 April 2014)**

**Presentation of assignments followed by discussions**

**Week – 10 (14 - 15 April 2014)**

Topic: **Employee relations and modern management theories and practices**

**Reading:**

Colling Trevor and M Terry eds, (2010), *Industrial Relations: Theory and Practice*, New York, Wiley-Blackwell.

**Week – 11 (21 - 22 April 2014)**

Topic: **1. New economic policy and employee relations-Changing role of employee and employer relations**

**Readings:**

1. Jerome, Joseph, (1985), *Strategic Industrial Relations Management*, Global Business Press, New Delhi.
2. Verma, Pramod, (1981), *Management of Industrial Relations*, Oxford & IBH Publishing Co. Pvt. Ltd., New Delhi.

**Week – 12 (28 - 29 April 2014)**

Topic: **ILO, international conventions and other international bodies working for improvement in management-employee relations**

**Readings:**

1. S. R. de Silva, (undated), *Elements of a Sound Industrial Relations System*, ILO, Bangkok, accessed at <http://www.ilo.org/public/english/dialogue/actemp/downloads/publications/srseleme.pdf>
2. Monappa, Arun, (1995), *Industrial Relations*, Tata McGraw Hill Publishing Co. Ltd., New Delhi.