

**PANIPAT INSTITUTE OF ENGINEERING AND TECHNOLOGY
PANIPAT**

Department of Management Studies

Semester: 3rd

Faculty Name: Dr. Anju Kumari

Course Title: Management of Industrial Relations

Course No . HRM-303

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
1	L-1	Introduction to IR: Concept, Nature, Objectives, Significance	CO1
2	L-2	Factors of Industrial Relations and Approaches	CO1
3	L-3	Models of IR- Unitarist, Pluralist, Dunlop's and Marxist perspectives of IR	CO1
4	L-4	Industrial Relations System in India.	CO1
5	L-5	Industrial Disputes in India: Meaning, Difference between Industrial Disputes and Industrial conflict	CO2
6	L-6	Forms of Industrial Disputes	CO2
7	L-7	Impact of Industrial Disputes, Prevention and settlement of industrial disputes.	CO2
8	L-8	Statutory and Non-Statutory Measures	CO2
9	L-9	Disputes settlement Machineries stipulated in Industrial Disputes Act 1947.	CO2
10	L-10	Trade Unionism, Collective Bargaining and Negotiation: Concept, Functions of Trade Unions	CO3
11	L-11	Types of Trade Unions-Problems of Trade Unions in India	CO3
12	L-12	Trade union act 1926	CO3
13	L-13	Collective Bargaining: Concept, Principles, Forms of Collective Bargaining	CO3
14	L-14	Theories of Collective Bargaining, Collective bargaining in Practice.	CO3
15	L-15	Negotiation - Effective negotiation.	CO3
16	L-16	Current trends, issues and practices in Negotiation in Indian Industries.	CO3
17	L-17	Employee Discipline: Concept of Discipline, Aspects & Objectives, Causes of Indiscipline	CO4
18	L-18	Types, Approaches to deal with Indiscipline activities	CO4

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
19	L-19	Traditional Approach, Judicial Approach, Humanistic Approach,	CO4
20	L-20	Hot Stove Approach, HRD Approach	CO4
21	L-21	Essential of Good Disciplinary System	CO4
22	L-22	Employee Grievance: Concept and Causes of Grievances, Sources of Grievance	CO4
23	L-23	Grievance Redressal Machinery, Grievance Procedure.	CO4
24	L-24	Regulation of Industrial Relations in India Tripartite Bodies.	CO4
25	L-25	Grievance Redressal Machinery, Grievance Procedure	CO4
26	L-26	Regulation of Industrial Relations in India Tripartite Bodies contd.	CO4
27	L-27	Worker's Participation in Management: Concept, Origin, Growth and Forms of Workers' Participation in India	CO5
28	L-28	Effective Workers' Participation in India.	CO5
29	L-29	Industrial Democracy: Concept and scope of industrial democracy	CO5
30	L-30	International Labour organization (ILO) and industrial relations	CO5
31	L-31	Contemporary Issues and Recent Trends in Industrial Relations in India	CO5
32	L-32	Case Analysis	
33	L-33	Case Analysis	
34	L-34	Case Analysis	
35	L-35	Revision	
36	L-36	Revision	