

Name of the Program: Master of Business Administration (MBA) MBAS 311: EMPLOYEE RELATIONS MANAGEMENT		
Course Credits	No. of Hours per Week	Total No. of Teaching Hours
4 Credits	4 hours	56 hours
Pedagogy: Lectures, assignments, practical exercises, discussions, seminars, etc.		
Examination: 30 marks continuous evaluation and 70 marks final examination.		
Objectives: 1. To differentiate between industrial relations and employee relations. 2. To understand the significance of employee relation at work place. 3. To know the role of employee relation managers. 4. To engage students in independent and life-long learning. 5. To identify the key issues facing a business or business subdivision 6. To develop analytical and critical thinking abilities for decision making. 7. To integrate tools and concepts from multiple functional areas		
Course Outcomes: 1. Understand the relationship between employer relatives and labor legislations. 2. Understand the importance of WPM and conflict management in industries. 3. In- depth knowledge on present scenario of industrial relations. 4. Demonstrate the knowledge in this area and solve complex corporate problems. 5. Identify business opportunities, design and implement innovations in work space. 6. Apply reasoning informed by the contextual knowledge in the given area. 7. Apply ethical principles for making judicious managerial decisions.		
Syllabus		Hours
Module No.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.		
Module No. 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.		
Module No.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.		
Module No. 4: Employee Discipline		
Code of Discipline- Industrial Employment (SO) Act, 1946. Employee grievance handling procedure, Domestic inquiry procedure.		
Module No 5: Employee Relations and Negotiation		
Conflict and Negotiations, situations requiring negotiation, integrative and distributive negotiation strategies, the basic negotiation process- strengthening collective bargaining, employee counselling methods.		

Module No 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.	
Module No 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.	
Module No 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.	
Books for Reference: 1. Singh P.N. and Neeraj Kumar- Employee Relations Management - Pearson Education, Noida,. 2. Charles Myers-Industrial Relations in India, 2nd edn - Asia Publishing House, London. 3. Verma Pramod -Management of Industrial Relations - Oxford and IBH. 4. Mamoria, Mamoria and Gankar -Dynamics of Industrial Relations-Himalaya Publishing House. 5. Arun Monappa- Industrial Relations, Tata Mc.Graw Hill- 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, 5th edn-Vikas Publishing House. 8. Singh B.D-Industrial Relations and Labour Law- Excel Books. 9. Sarma A.M-Industrial Jurisprudence and Labour Legislation, 5th edn - Himalaya Publishing House. 10. Davar.R.S - Personnel Management and Industrial Relations, 10th edn -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.	