



**Mahatma Gandhi University
Kottayam**

Programme	Bachelor in Business Administration (Honours)			
Course Name	Industrial Relation			
Type of Course	CORE COURSE			
Course Code	MG4CCRBBA203			
Course Level	NA			
Course Summary	<p>Course Summary:</p> <p>This course provides a comprehensive understanding of industrial relations, focusing on the dynamic interactions among workers, employers, and the state. It explores the core concepts, significance, and approaches to industrial relations, as well as the evolving role of trade unions and the global labour movement. The course examines the causes and resolution mechanisms of industrial disputes, including strikes, lockouts, and collective bargaining. Special attention is given to the grievance redressal process and the legal and institutional framework supporting industrial harmony.</p> <p>Course Objectives</p> <ol style="list-style-type: none"> 1. To familiarize students with the fundamental concepts, significance, and theoretical approaches to industrial relations. 2. To examine the role and development of trade unions, both in India and internationally, and their impact on industrial relations. 3. To enable students to understand the causes and forms of industrial disputes and the institutional mechanisms for dispute resolution and grievance handling. 			
Semester	4	Credits		4
Course Details	Learning Approach	Lecture	Tutorial	Practical
				Other s
				Total Hour s

		4	0	0	0	60
Pre-requisites, if any	NA					

CO No.	Expected Course Outcome	Learning Domains *	PO No:
1	Understand the basic concepts, goals, and different approaches of industrial relations, and identify the roles of the state, employers, and trade unions.	U	9
2	Describe the development of trade unions in India and globally, and explain their functions and problems.	U	6
3	Identify the causes and types of industrial disputes and apply the methods of grievance handling and collective bargaining to practical situations.	A	3
4	Understand the concept of workers participation in management and welfare	U	3

COURSE CONTENT **MGU-BBA (HONOURS)**

Module	Course description	Hrs	CO No.
1 Concepts of Industrial Relations		8 Hrs	
1.1	Concept, Definition, Significance, Objectives Scope.	2	CO1
1.2	Approaches (Sociological, Psychological, Marxian, Trusteeship) Principles of good industrial relations.	2	CO1
1.3	Role of State, Employers and the Unions in industrial relations. Causes for poor industrial relations, Indicators of Poor Industrial Relations.	4	CO1

2 Trade Unionism			16 Hrs
2.1	Labour movement- Concepts, Trade union movement, Development of trade unionism in India. Types, Functions and problems of trade unions.	8	CO2
2.2	Employers Organization-Role of Employers Organization in maintaining industrial relations. International Labour Organisations (ILO) - Origin, history, objectives and functions.	8	CO2
3 Industrial Disputes			21 Hrs
3.1	Meaning, Causes, Forms, Industrial conflicts: Meaning causes and impact. Strike: Meaning, Types & Legal aspects. Concept of lockout.	5	CO3
3.2	Industrial relations machinery, Joint consultation, Works committee, Conciliations, Court of Enquiry, Voluntary arbitration, Adjudication.	5	CO3
3.3	Collective Bargaining, Meaning, Characteristics, Need, Importance. Essential Conditions for Success of Collective Bargaining, Process of Collective Bargaining, Causes for Failure of Collective Bargaining.	7	CO3
3.2	Grievance Handling: Meaning of grievances, Causes of grievances, Guidelines for grievance handling, Grievances redressal procedures.	4	CO3
5. Workers Participation and Welfare			15Hrs
4.1	Works participation in management, forms, Importance, objectives, benefits and challenges, Workers' Participation in Management in India.	6	CO4
4.2	Workers education, significance, benefits, CBWE, functions.	5	CO4
4.3	Worker's welfare, types, benefits, Statutory Provisions in India connected with health, safety and welfare of workers.	4	CO4

References

Text Books (Latest Editions):

1. C.B. Mamoria and Gankar, Dynamics of Industrial Relations 3rd Ed, 2013,– Himalaya Publishing House, Mumbai
2. PL Malik, Hand Book of Labour and Industrial Law, 12th Ed, 2009, Eastern Book Company .Luck now.
3. Srivastava SC Industrial Relations and Labour Laws, 5th Ed, 2009, Vikas Publishing House Pvt Ltd, New Delhi.
4. Sinha, P.R.N., InduBala&Shekhar, S.P, " Industrial Relations, Trade Unions and Labour Legislations" Pearson Education.
5. Monappa, A "Industrial Relations", TataMcGraw Hill Publishing Company Limited
6. Srivastava, S.C., "Industrial Relations and Labour Laws", Vikas Publications.
7. Salamon, M., "Industrial Relations: Theory and Practice" Pearson Education, Financial Times Prentice Hall.

Suggestive Assessment Activities:

CO1

1.1 Quizzes/Exams:

For testing CO-based learning domains.

1.2 Case Study Analysis on Industrial Relations Breakdown

Select a real-world instances of poor industrial relations and identify the causes and indicators.

Select a real case of industrial dispute or poor industrial relations (e.g., strikes, lockouts, or conflicts in an Indian company). Prepare a report (1000–1200 words) covering the following:

- Background of the company and the issue.
- Causes of poor industrial relations in the case.
- Role of trade unions, employers, and government.
- Indicators of poor industrial relations observed.
- Suggestions for improvement.

Students will able to find the reasons behind poor IR and apply theoretical concepts to real-world situations.

1.3. Comparative Study of Industrial Relations Approaches-Presentation

To understand and differentiate between the key theoretical approaches to industrial relations. Divide the class into groups. Each group selects one approach (Sociological, Psychological, Marxian, Trusteeship).

Each group creates a visual presentation (PPT or chart) including:

- Key features of the approach.
- Underlying assumptions about employers and workers.

- Examples where this approach is reflected in practice (if possible).
Present findings in class (5–7 minutes per group).

CO2

2.1 Quizzes/Exams

For testing CO-based learning domains.

2.2 Timeline Project – Development of Trade Unionism in India

Create a timeline (digital or on chart paper) highlighting key events in the development of trade unionism in India.

Include:

- Important trade union acts (e.g., Trade Unions Act, 1926).
- Major strikes and labour movements.
- Formation of significant trade unions (e.g., AITUC, INTUC, CITU).
- Role of leaders in the labour movement.

Add a brief explanation (2–3 sentences) for each event

2.3 Role Play or Mock Session – Simulation of an ILO Meeting

To engage students actively with the functioning of the International Labour Organization (ILO) and its tripartite structure.

Instructions:

- Organize a mock ILO General Conference or meeting.
- Assign roles: Government representatives, Employers, Workers, ILO officials.
- Choose a current labour issue (e.g., gig economy rights, minimum wages, workplace safety).
- Each group prepares and presents their viewpoint in a 3–5 minute speech.
- Follow up with a class discussion or a written summary of the session.

CO3

Syllabus

3.1 Quizzes/Exams:

For testing CO-based learning domains.

3.2 Case Study – Industrial Conflict and Strike Analysis

Select a real-life industrial dispute or strike from India or abroad (e.g., Maruti Suzuki Manesar plant strike, Jet Airways layoffs).

Prepare a case study report (1000–1200 words) including:

- Background of the conflict (industry, company, union involvement).
- Causes and forms of conflict.
- Legal aspects and type of strike involved (if applicable).
- Impact on employees, employers, and society.
- Methods used for resolution or failure thereof.

3.3 Role Play – Collective Bargaining Simulation

Divide the class into three groups: management, trade union, and mediator. Assign a bargaining issue (e.g., wage hike, working hours, safety measures). Each group prepares its negotiation strategy.

Conduct a role play (20–30 minutes) simulating a collective bargaining session.

After the session, each group submits a reflection report explaining:

- Their strategy
- The negotiation process
- The outcome and reasons for success/failure.

CO4

4.1 Quizzes/Exams:

For testing CO-based learning domains.

5.2 Chart Making – Workers' Welfare and Statutory Provisions

To *familiarize* students with different types of welfare measures and relevant Indian laws.

Instructions:

- Create a chart or infographic that includes:
 - Types of welfare (statutory, voluntary, intra-mural, extra-mural)
 - Benefits of welfare measures
 - Key legal provisions related to health, safety, and welfare (e.g., Factories Act, 1948 – Sections on working hours, canteens, safety officers, medical facilities)
- Use diagrams, symbols, or icons to make it visually engaging.

5.3 Group presentation on below topics

- Forms and Importance of Workers' Participation in Management in Indian Industries: Cover joint councils, works committees, and real company examples.
- Workers' Education in India: Role, Benefits and the Functions of CBWE" Include training modules and success stories of CBWE.
- Challenges and Solutions in Implementing WPM in India" Focus on resistance from management, lack of awareness, and legal gaps.
- Types and Benefits of Workers' Welfare Measures: Statutory vs Voluntary" Include examples from laws and corporate policies.
- Statutory Provisions in India Related to Worker Health, Safety, and Welfare" Focus on Factories Act, ESI Act, and practical implementation.

ASSESSMENT

Continuous Comprehensive Assessment(CCA) - Maximum Marks: 30

Sl. NO	Component	Activity	Max. Marks
1	Tests/Quizzes	For testing CO-based learning domains	10
2	Case Study Analysis/ Comparative Study/ Timeline Project/ case study analysis/ role play/ presentation/ Role Play or Mock Session/	Assessment methods specified in the syllabus	10
3	Case Study Analysis/ Comparative Study/ Timeline Project/ case study analysis/ role play/ presentation/ Role Play or Mock Session/	Assessments specified by the teacher (Assessment methods defined in the syllabus may also be used).	5
4	Presentation	Presentation of above assessments topic.	5
Total Marks			30

End Semester Assessment(ESE) Maximum Marks: 70

Sl. NO	Component	Activity	Max. Marks
2	Written Examination	Short answer (four to five sentences) (a choice between two options for each question-answer five short answer questions, one from each pair (1a/1b, 2a/2b, 3a/3b, 4a/4b, 5a/5b)).	5x3=15
		Short Essay (a choice between two options for each question-answer three short essay	3x5=15

		<p>questions, one from each pair (6a/6b, 7a/7b, and 8a/8b).</p> <p>Long Essay (a choice between two options for each question (9a/9b).</p> <p>Compulsory Case study (10 a.)</p>	<p>1x20=20</p> <p>1x20=20</p>
Total Marks			70



MGU-BBA (HONOURS)

Syllabus