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Specialization

Human Resource Management

Industrial Relations & Labour Laws

Sub Code- MBEIV – 13

Unit – I

Industrial Relations

For Internal Circulation and Academic
Purpose Only

Programme Educational Objectives

Our program will create graduates who:

- 1. Will be recognized as a creative and an enterprising team leader.*
- 2. Will be a flexible, adaptable and an ethical individual.*
- 3. Will have a holistic approach to problem solving in the dynamic business environment.*

Course Objectives Of IRLL

- **CO1** : Students should able to elaborate the concept of Industrial Relations.
- **CO2** : The students should able to illustrate the role of trade union in the industrial setup.
- **CO3** : Students should able to outline the important causes & impact of industrial disputes.
- **CO4** : Students should able to elaborate Industrial Dispute settlement procedures.

Course Objectives Of IRL

- **CO5** : Student should be able to summarize the important provisions of Wage Legislations, in reference to Payment of Wages Act 1936, Minimum Wages Act 1948 & Payment of Bonus Act 1965
- **CO6** : Student should be able to summarize the important provisions of Social Security Legislations, in reference to Employees State Insurance Act 1948, Employees Provident Fund Act 1952, Payment of Gratuity Act 1972.

Unit I: Industrial Relations

- Unit I: Industrial Relations: Concept of IR, Background to IR, Evolution of IR in India. Trade Unions: Concept of Trade Unions, Trade Union Movement in India, Employers' Associations, Functions of Trade Unions, Types & Structure of Trade Unions

Unit Objectives

- Discuss the concept of Industrial Relations and background to IR
- Discuss evolution of Industrial Relations in India.
- Elaborate various aspects of IR.
- Define trade union and discuss the concept of trade union.
- Discuss Trade Union Movement in India, Employers' Associations,
- Explain Functions of Trade Unions,
- Explain Types & Structure of Trade Unions

Industrial Relation

- Concept of industrial relation.
- Background of industrial relation.
- Evolution of industrial relation.

Industrial Relation

The relationship between Employer and employee or trade unions is called Industrial Relation.

Harmonious relationship is necessary for both employers and employees to safeguard the interests of the both the parties of the production.

Approaches to Industrial Relation

Industrial Relation

- Ideologies of Industrial relations.
- Approaches to Industrial relations.

Approaches to Industrial Relation

Model of Industrial Relations

- Dunlop
- Gandhian

Trade Unions : Meaning & Definition

"Trade Union" means

any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen, or between employers and employers, or for imposing restrictive conditions on the conduct of any trade or business

Objectives of Trade Unions

Trade unions are formed to protect and promote the interests of their members.

Their primary function is to protect the interests of workers against discrimination and unfair labour practices.

Objectives of Trade Unions

Representation

Negotiation

Voice in decisions affecting workers

Member services

- (a) Education and training
- (b) Legal assistance
- (c) Financial discounts
- (d) Welfare benefits

Importance Of Trade Unions

Trade unions help in economic development in many ways

Recruitment and selection of workers.

Inculcating discipline among the workforce.

Help Workers to adjust themselves to the new working conditions, the new rules and policies.

Settlement of industrial disputes in a rational manner by helping social adjustments.

Functions of Trade unions

- (i) Militant functions.**
- (ii) Fraternal functions.**

Types and Structure of Trade Union

Types of Trade Union

Structure of trade union.

Reference

- 1) Dynamics of Industrial Relations – Mamoria, Mamoria , Gankar, 3rd edition, Published by Himalaya Publishing House Pvt. Ltd.. 2012.
- 2) Industrial Relations & Labour Laws by BD Singh.
- 3) Industrial Relations By CS Venkata Ratnam Publisher – Oxford University Press - 2007