

SYLLABUS

Panjab University

BBA, (5th Semester)

301 : Industrial Relations And Labour Legislations

Objectives : *The Objective of this course is to acquaint the students with the different aspects of Industrial Relations and the relating labour laws.*

Unit-I

Industrial Relations : Concepts, Objectives, Scope, Importance, Participants, Essentials of effective Industrial Relations, Factors affecting Industrial Relations, Constraints of IR.

Approaches of IR : Systems Approach, Oxford Approach, Industrial Sociology Approach, Action Theory Approach, Marxist Approach, Pluralist Approach, Human Relations Approach, Gandhian Approach, Psychological Approach Sociological Approach, Socio-ethical Approach Gandhian Approach, Psychological Approach, Sociological Approach, Socio-ethical Approach.

Industrial Conflicts : Nature, Form, Causes, Effects. *Impd. of conflict (in phase)*

in phase
modes **Collective Bargaining :** Nature and functions; Types of bargaining; Collective bargaining in the India context; Negotiating a collective bargaining agreement.

Grievance Administration : Concept, Procedure, Guidelines, Discipline.

Unit-II

Industrial Disputes Act, 1947 : Introduction, Scope, Objectives, Definitions, Modes of settlement of Industrial Disputes (Conciliation, Adjudication Arbitration), Provisions regarding Strikes, Lock-outs, Layoff and Retrenchment. *(Types of Arbitration)* *Impd (in phase)*

in phase
Trade Unions Act, 1926 : Introduction, Objectives, Provisions regarding Registration of Trade Union, Cancellation of Trade Union, Duties, Liabilities, Rights and Privileges of a Registered Trade Union. *in phase* *Impd*

Payment of Wages Act, 1936 : Introduction, Scope, Objectives, Definitions, Rules of Payment of wages and deductions from wages.

Minimum Wages Act, 1948 : Meaning of 'wages' under the Act, Procedure for fixing Minimum Wage, Obligation of Employer to pay Minimum Wage, Authorities and Remedies under the Act.