SW 4808 : INDUSTRIAL RELATIONS AND LABOUR WELFARE

MC

Objectives:

- To understand the basic concepts of Industrial Relations and Labour Welfare
- To develop a holistic understanding of the functioning of the Industrial Relations System
- To familiarize with the recent trends in Industrial Relations
- To know the relevance and applicability of Labour Welfare in the Industry

UNIT I

Industrial Relations: Meaning, Definition, Concepts, Origin, Approaches to the study of Industrial Relations, Influence of Socio-Economic, Political and Technical Forces on Industrial Relations; Industrial Relations at Shop Floor and Plant: Employee Discipline, Grievance Redressal Machinery

(5 Hours)

UNIT II


(9 Hours)

UNIT III


(7 Hours)

UNIT IV

Industrial Social Worker in promoting the Occupational Health at work place. Industrial
Accidents: Causes, Prevention, Statistics and Records, Safety Administration. Housing of
Industrial Labour: Significance of Housing, Government Housing Schemes; Organization
and administration of crèche, canteen, credit and consumer cooperatives in Industry

(15 Hours)

UNIT V

Workers’ Education: Need and scope of Worker’s Education Schemes in India: Aims,
Structure, Functions; Social Security: Meaning of Social Security, Definition, Origin and
Development of Social Security Measures in India, Main features and types of Social
Insurance: Social Insurance and Social Assistance, Scope of Social Security and its
Application; International Labour Organisation (I.L.O.) – Structure, Functions and its
role in Labour Welfare.

(9 Hours)

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- Ahuja .K.K., 1990 Industrial Relations Theory & Practice, Kalyani Publishers,
  Ludhiana
- Bhatia.SK, 1988 Personnel Management & Industrial Relations, Deep & Deep
  Publications, New Delhi
- Mamoria. C.B, 2000 Dynamics of Industrial Relations, Himalaya Publishers,
  Mumbai
- Sarma. A.M, 2000 Industrial Relations: Conceptual and Legal Frame Work
  Himalaya Publishers, Mumbai
- Subramanian, 2002 Labour Management Relations in India, Asia Publishing
  House, Chennai
- Tiwari.R.S.1999 New Challenges in Industrial Relations, Tamil Nadu Book
  House, Chennai
- Tripathi. P.C, 1998 Industrial Relations & Labour Laws, Sultanchand Publication,
  New Delhi
- Bascia, N, 1995 Social Security and Labour Welfare in India, Ashish Publishers,
  New Delhi

• Giri, V.V, 2000 Labour Problems in Indian Industry, Asia publishing house, New Delhi


• Sarna, A.M, 1999 Aspects of Labour Welfare and Social Security, Himalaya Publishing House, Delhi