



*Mohamed Sathak - Department of Management Studies (MS-DoMS)*

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## **COURSE DELIVERY PLAN**

*(This document is to be presented to the students during the first week of commencement of classes by the course instructor)*

<b>Course Title: Industrial and Labour Relations</b>	<b>Course Code:</b>
<b>Course Category: Elective</b>	<b>Semester: III</b>
<b>Total Duration (Hrs): 45</b>	<b>Credits: 3</b>
<b>Subject Expertise: Dr. Mohamed Sabura Dr. Padmanaba Sivakumar</b>	

### **Program Specific Outcomes:**

**PSO1 – Placement:** To develop students with industry specific knowledge & skills added with right attitude towards becoming a successful professional in corporate world and in Public sector units.

**PSO 2 - Entrepreneur:** To create effective business service owners, with a growth mindset by enhancing their critical thinking, problem solving and decision-making skills.

**PSO3 – Research and Development:** To instill and grow a mindset that focusses efforts towards inculcating and encouraging the students in the field research and development.

**PSO 4 – Contribution to Business World:** To produce ethical and innovative business professionals to enhance growth of the business world.

**PSO 5 – Contribution to the Society:** To work and contribute towards holistic development of society by producing competent MBA professionals.

### **Program Outcomes:**

**PO1: Problem Solving Skill:** Application of tools & techniques relevant to management theories and practices in analyzing & solving business problems.

**PO2: Decision Making Skill:** Fostering analytical and critical thinking abilities for data-based decision making.

**PO3: Ethical Value:** Ability to develop value-based leadership attributes.

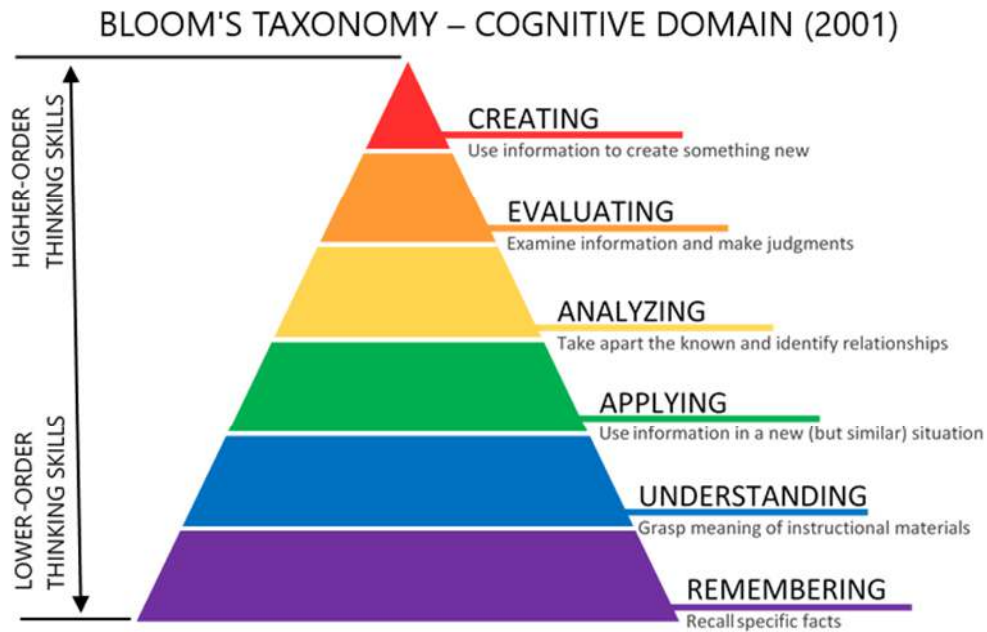
**PO4: Communication Skill:** Ability to understand, analyze and effectively communicate global, economic, legal and ethical aspects of business.

**PO5: Individual and Team Leadership Skill:** Ability to be self-motivated in leading & driving a team towards achievement of organizational goals and contributing effectively to establish industrial harmony.

**PO6: Employability Skill:** Foster and enhance employability skills through relevant industry subject knowledge.

**PO7: Entrepreneurial Skill:** Equipped with skills and competencies to become a global entrepreneur.

**PO8: Contribution to Society:** Strive towards becoming a global influencer and motivating future generation towards building a legacy that contributes to overall growth of humankind.



The Bloom's Taxonomy is to be followed in curriculum development, courseware development, planning and delivery of contents, Assessment, Mapping, Data Analysis and CQI (Continuous Quality Improvement)

<b>Course Objectives</b>	
C1	To familiarize the students to the basic concepts of Industrial Relations in order to aid in understanding how an industry functions.
C2	To provide insights on Industrial Harmony and Conflicts
C3	To throw light on Labour Relations, Joint consultation
C4	To explicate on Trade Union, Problems and role of Indian Trade Unions.
C5	To elucidate on Collective Bargaining, Tripartite Machinery

MAPPING OF COs TO POs									
<b>Course Outcomes</b>	On completion of this course, students will;							<b>Program Outcomes</b>	
<b>CO1</b>	Generalize with the basic concepts of Industrial Relations.							PO2, PO6	
<b>CO2</b>	Generalize with the basic concepts of Industrial Relations.							PO4, PO8	
<b>CO3</b>	Have insights on Labor Relations, Joint Consultation							PO8	
<b>CO4</b>	Summarize best practices of Trade Union, Problems and role of Indian Trade Unions							PO1, PO5	
<b>CO5</b>	Demonstrate policies for Collective Bargaining, Tripartite Machinery.							PO1, PO3, PO5	
	<b>PO 1</b>	<b>PO 2</b>	<b>PO 3</b>	<b>PO 4</b>	<b>PO 5</b>	<b>PO 6</b>	<b>PO 7</b>	<b>PO 8</b>	
<b>CO1</b>		<b>M</b>				<b>M</b>			
<b>CO2</b>				<b>M</b>				<b>M</b>	
<b>CO3</b>								<b>S</b>	
<b>CO4</b>	<b>M</b>				<b>S</b>				
<b>CO5</b>	<b>M</b>		<b>M</b>		<b>S</b>				
<b>S-Strong</b>			<b>M-Medium</b>			<b>L-Low</b>			
<b>Reading List</b>									
1.	Campbell Balfour, 'Industrial Relations in the common market'								
2.	Poole, 'Theories of Trade unionism'								
3.	Srikanth Goparaju, 'Industrial Relations in Modern India'								
4.	Glenn Diesen, 'Great Power Politics in the fourth Industrial Revolution'								
<b>References Books</b>									
1.	Tripathi PC, Gupta C B & Kapoor N D., Industrial Relations and Labour Laws., 6 th Edition 2020.								
2.	Sen, R., Industrial Relations: Text and Cases, 2 nd Edition, Macmillan PublishersIndia, 2009.								
3.	Edition, Tata McGraw-Hill, 2012.								
4.	PRN Sinha, and Sinha Indu Bala, Industrial Relations, Trade Unions and Labour Legislation, Pearson, 3 rd Edition, 2017.								
5.	Sivarethinamohan R, Industrial Relations and Labour Welfare, PHI Learning, 1 st Edition 2010.								
6	VenkataRatnam, C. S., Industrial Relations, Oxford University Press, 2 nd Edition, 2017.								
<b>Methods of Evaluation</b>									
<b>Internal Evaluation</b>	Continuous Internal Assessment Test – Assignments, Seminars, Attendance and Class Participation						25 Marks		
<b>External Evaluation</b>	End Semester Examination						75 Marks		
<b>Total</b>							100 Marks		
<b>Methods of Assessment</b>									
<b>BTL 1 - Recall (K1)</b>	Simple definitions, MCQ, Recall steps, Concept definitions								
<b>BTL 2 -Understand/ Comprehend (K2)</b>	MCQ, True/False, Short essays, Concept explanations, Short summary or overview								
<b>BTL 3 - Application</b>	Suggest idea/concept with examples, Suggest formulae, Solve problems,								

<b>(K3)</b>	Observe, Explain
<b>BTL 4 - Analyze (K4)</b>	Problem-solving questions, Finish a procedure in many steps, Differentiate between various ideas, Map knowledge
<b>BTL 5 - Evaluate (K5)</b>	Longer essay/ Evaluation essay, Critique or justify with pros and cons
<b>BTL 6 – Create (K6)</b>	Check knowledge in specific or off beat situations, Discussion, Debating or Presentations

### COURSE DELIVERY PLAN

<b>Period / Session</b>	<b>Session Topic Unit wise</b>	<b>Pertaining CO/CLOs &amp; BTL</b>	<b>Topic Learning Outcome (TLO)</b>	<b>Instructional Methods</b>	<b>Assessment Method for TLO</b>
1	<b>Unit I -Industrial Relations</b> <b>Introduction</b> The changing concepts of Industrial relations	CO1 & BTL 1 &2	Understand the concept of Industrial Relations	Lecture / PPT	Discussion Forums
2	Factors affecting employee stability	CO1 & BTL 3	Explainthe factors affecting employee stability with examples	Lecture / PPT Interactive Learning / Caselets	Practice Quiz
3	Application on Psychology to Industrial Relations	CO1 & BTL 4	Critically analyse the relationship	Interactive Learning	Discussion Forums
4	Codes of Conduct	CO1 & BTL 2	Understand the codes of conduct	Case Study	Discussion Forums
5	<b>CIA</b>	-----	----	----	<b>Internal I</b>
6	<b>Unit II - Industrial Harmony and Conflict</b> <b>Introduction</b>	CO2 & BTL 2	Understand the harmonious relations in industry	Lecture/PPT	Assignment

	Harmonious relations in industry				
7	Importance and means	CO 2 & BTL 2	Comprehend the importance and means	Lecture/PPT	Discussion Forums
8	Cause of industrial disputes	CO 2 & BTL 4	Analyze the causes of industrial disputes	Interactive Learning	Practice Quiz
9	Machinery for settling of disputes - Negotiation- Conciliation- Mediation- Arbitration and Adjudication	CO 2 & BTL 3	Apply the machinery for settling disputes in industry	Interactive Learning/ Caselets	Discussion Forums
10	Strikes-Lock-outs- Lay-off and Retrenchment	CO2 & BTL 2 & 3	Understand and apply the outcome of industrial disputes	Case Study Discussion	Practice Quiz
11	Code of Discipline	CO2 & BTL 2 & 6	Understand and design a code of discipline	Lecture/ Discussion	Assignment
12	Grievance procedure	CO2 & BTL 2 & 3	Understand and Application of Grievance procedure	Guest Lecture / Expert Talk	Discussion Forum
13	Labour management co-operation	CO2 & BTL 4	Analyse the labour management co-operation in industries	Discussion/ Case study	Practice quiz
14	Worker's participation in management	CO 2 & BTL 2	Understand the concept on worker's participation	Lecture/ PPT	Discussion Forum

15	CIA	-----	----	----	Assignment & Student Presentation
16	Unit III - Labour Relations Introduction Changing concept of management labour relations	CO3 & BTL 2	Understand the concept of management labour Relations	Lecture	Practice Quiz
17	Statute laws	CO 3 & BTL 2	Understand the Statute Laws	PPT	Discussion Forums
18	Tripartite conventions	CO 3 & BTL 2	Understand tripartite conventions	Lecture/PPT	Discussion Forums
19	Development of the idea of social justice	CO 3 & BTL4	Analyse the development of social justice	Discussion/ Self - study	Practice Quiz
20	Limitation of management prerogatives increasing labour responsibility in productivity	CO 3 & BTL 2 &4	Understand the limitation and critically analyse the management prerogatives	Interactive Learning	Assignment
21	Joint Consultation: Principal types	CO 3 & BTL 2	Comprehend the types of Joint Consultation	Interactive Learning / Self - Study	Discussion Forums
22	Attitude of trade unions and management	CO 3 & BTL4	Analyze the attitude of trade unions and management	Interactive Learning/ Case study	Discussion Forums
23	Joint consultation in India	CO3 & BTL2	Understand the joint consultation in India	Discussion	Graded Quiz- Test
24	CIA	-----	----	----	Internal II
25	Unit IV - Trade	CO4& BTL2	Understand trade	Lecture/	Discussion

	<b>Unions Introduction</b> Trade Unions and their growth		unions and their growth	PPT	Forums
26	Economic-social and political conditions leading to the development of trade unionism	CO4& BTL4	Analyse the external factors for the development of trade unionism	Discussion/ Interactive Learning	Practice Quiz
27	Theories of trade unionism	CO4& BTL2	Understand the theories	Lecture/PPT	Discussion Forums
28	Aim and objectives of trade unions	CO4& BTL3	Explain the aims and objectives of trade unions	Caselets	Discussion Forums
29	Structure and governing of trade unions	CO4& BTL 3	Application of trade unions in industry	Interactive Learning	Assignment Peer Review
30	<b>Problems and Role of Indian Trade Unions -</b> Recognition and leadership	CO4& BTL 2	Comprehend the role of trade unions	Caselets	Practice Quiz
31	Finances and Membership, Compulsory versus free membership	CO4& BTL 2	Understand the finances and membership of trade unions	Lecture	Graded Quiz- Test
32	Political activities	CO 4 & BTL 4	Analyse the political activities concerning trade unions	Self - Study	Discussion Forums
33	Welfare-Legislation- Majority and Minority unions	CO 4 & BTL 4	Analyse the activities concerning trade unions	Discussion	Practice Quiz
34	Social	CO 4 &	Evaluate the	Case study	Discussion

	responsibilities	BTL 5	social responsibilities of trade unions		Forums
35	Positive role in economic and social development	CO 4 & BTL 4	Analyse the role concerning trade unions	Discussion	Practice quiz
36	<b>CIA</b>	-----	----	----	<b>Assignment &amp; Student Presentation</b>
37	<b>Unit V - Collective Bargaining Introduction</b> Meaning- Scope- Subject matter and parties	CO 5 & BTL	Understand the concept of collective bargaining	Lecture/ PPT	Discussion Forum
38	Methods and tactics	CO 5 & BTL 3	Explain the methods and tactics used for collective bargaining	PPT	Practice Quiz
39	Administrations of collective bargaining agreements	CO 5 & BTL 4	Analyze the collective bargaining agreements	Interactive Learning	Discussion Forums
40	Charter of Demands & Counter Demands	CO 5 & BTL 3	Explain charter of demands and counter demands	Lecture	Assignment Peer Review
41	Fair and unfair labour practice	CO 5 & BTL 3	Differentiate between fair and unfair labour practice	Case study	Graded Quiz- Test
42	Tripartite Machinery - At the center and in the states	CO 5 & BTL 2	Understand tripartite machinery	Lecture/PPT	Practice Quiz
43	I.L.O. - Its	CO 5 &	Explain I.L.O	Expert Talk	Discussion



	functions and role in labour movement	BTL 3			Forums
44	Industrial health and safety	CO 5 & BTL 3 &5	Analyze and evaluate the industrial health and safety	Self- Study	Assignment Peer Review
45	Industrial legislations	CO 5 & BTL 2	Understand Industrial legislations	Discussion	Practice Quiz
46	CIA	-----	----	----	Review & Improvement
<b>Model Examination</b>					

### COURSE ASSESSMENT PLAN

Continuous Internal Assessment	Learning Outcome for Assessment	CO/CLOs	Assessment Method / Activity	Corrective Action	Duration (Hrs)	Weightage
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<b>(CIA)</b>						
Unit I	Generalize with the basic concepts of Industrial Relations.	CO1	Internal I	Assignment & Peer Review	1.5	15%
Unit II	Generalize with the basic concepts of Industrial Relations.	CO2	Discussion Forums & Practice Quiz	Assignment & Peer Review	1	10%
Unit III	Have insights on Labour Relations, Joint Consultation	CO3	Internal II	Assignment & Peer Review	1.5	15%
Unit IV	Summarize best practices of Trade Union, Problems and role of Indian Trade Unions	CO4	Discussion Forums & Practice Quiz	Assignment & Peer Review	1	10%
Unit V	Demonstrate policies for Collective Bargaining, Tripartite Machinery.	CO5	Model Exam	Assignment & Peer Review	3	50%
<b>Internal Marks - 25 (20 CIA + 5 Attendance)</b>						

**FACULTY SIGNATURE**

**Head -DoMS**

**Head - IQAC**