

Industrial Relations and Labour Laws

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Industrial Relations & Labour Laws

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Preface

To the Sixth Revised Edition

We have great pleasure in presenting the book entitled “Industrial Relations & Labour Laws”. The book contains 8 chapters of Industrial Relations in Volume I and 15 chapters of Labour Laws in Volume II. The volume II is divided in to seven parts. The salient features of the present edition are as follows :

1. To improve the grasp and understanding of the subject matter, more questions like – 11 objective type ; 179 Test Question and 15 Practical Problems with Hints and Solutions have been updated.
2. Presentation of Examples (15), Cases (159) etc., have been highlighted in indention to make it more reader friendly.
3. New Typography of the book makes the book strain-free and reader friendly.

The book ideally serves the needs of all graduate and post-graduate students of B.Com., M.B.A., D.B.A, DPM., MBE and MSW classes of various Indian universities. The book can also be used by Personnel Managers and other executives who want to understand and more effectively manage their jobs.

We acknowledge with gratitude the help received from scholars, friends and well-wishers at the various stages of preparation of this Edition. Suggestions are invited to further improve the book. Kindly share your views at [info @sultanchandandsons.com](mailto:info@sultanchandandsons.com)

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To the First Edition

We have one of the leading reservoirs of human talent and technology in the world. Unfortunately the rate of progress in our country has not been commensurate with our potential on account of lack of appropriate work culture. Employer and employed are still looked upon as adversaries rather than as partners in the joint endeavour. Frequent strikes, lockouts and other forms of industrial unrest are symptoms of the prevailing environment in industry.

In the present volume, an attempt has been made to study in brief the various aspects of industrial relations and labour legislation. The book is based on the author’s experience of teaching and research over the last two decades. The textual material is classroom tested. We have consulted the vast body of literature on the subject for preparing this volume. We are most grateful to the authors and publishers of the books and articles which are cited in the bibliography.

P.C. Tripathi
C.B. Gupta



Syllabus

B.Com. (Hons.): Semester – VI **Industrial Relation and Labour Laws**

Unit I: Industrial Relation (IR) : Concept of Industrial Relation; Nature of Industrial Relations; Objectives of IR; Factors affecting IR in changing Environment, Evolution of IR in India; Role of State; Trade Union; Employers, Organisation; Human Resource Management and IR Role of ILO in Industrial Relations, International Dimension of IR. Concept of GIG Economy and ramifications for industrial relations.

Unit II: Trade Union : Trade Union: Origin and growth, unions after Independence, union in the era of liberalisation; Factors Affecting Growth of Trade Unions in India, Multiplicity & Recognition of Trade Unions Major Provisions of Trade Union Act 1926.

Unit III: Collective Bargaining and Workers' Participation in Management : Collective Bargaining: Meaning, Nature, Types, Process and Importance of Collective Bargaining, pre-requisites. issues involved; Status of Collective Bargaining in India, Function and role of Trade Union in collective bargaining.

Workers' Participation in Management: Concept, practices in India, Works Committees, Joint management councils; Participative Management and co-ownership; Productive Bargaining and Gain Sharing.

Unit IV: Employee Discipline and Grievance Redressal : Discipline: Causes of indiscipline, Maintenance of discipline. Misconduct; Highlights of domestic enquires; Principal of Natural Justice; Labour turnover; Absenteeism; Grievance: Meaning of Grievance, Grievance redressal machinery, Grievance handling procedure; salient features of Industrial Employment (Standing orders) Act 1946.

Unit V: Labour Laws: The Industrial Disputes Act, 1947: Definitions of Industry, workman, and Industrial Dispute; Authorities under the Act: Procedure, Powers and Duties of Authorities; Strikes and Lock outs: Lay-off and Retrenchment: Provisions relating to Lay-off, Retrenchment, and closure The Factories Act, 1948: Origin, Growth and Objectives, Provisions relating to Health, Safety, Welfare facilities, working hours, Employment of young persons, Annual Leave with wages.



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