

BA IV Year	BEC-C803: Industrial Relations and Social Security		Semester 8
Marks Allotted for Internal Assessment	Marks Allotted for End Semester Examination (ESE)	Maximum Marks	Total Credits
30	70	100	6
<p>Learning Outcomes: Student will be able to</p> <ul style="list-style-type: none"> • Understand the meaning and scope of industrial relations. • Contrast the motivations of workers and owners of capital in work participation. • Critically evaluate various theories of labour relations, their assumptions as well as their implications. • Identify the role of institutions such as trade unions in the framework of industrial relations. • Evaluate the various policies and laws of the government towards labour welfare and social security. 			
Unit 1	INDUSTRIAL RELATIONS: Concept – Importance of Industrial Relations – Scope and Aspects of Industrial Relations – Factors Affecting Industrial Relations		
Unit 2	WORKER'S PARTICIPATION IN MANAGEMENT: Concept, Objectives, Forms of Participation, Levels of Participation, Forms of Worker participation in India		
Unit 3	THEORIES OF THE LABOUR MOVEMENT: Karl Marx, The Webbs, Perlman, KDHM (Kerr, Dunlop, Harbison and Myers)		
Unit 4	TRADE UNIONS IN INDIA: Concept of a trade Union, features and functions, Growth and structure of Trade Unionism in India, Problems of Trade Unions		
Unit 5	SOCIAL SECURITY AND LABOUR WELFARE: Concept of Social Security and Labour Welfare in India - Important labour legislations in India : Industrial Disputes Act, Trade Unions Act, Factories Act and Employees State Insurance Act.		
<p>Suggested Readings:</p> <ul style="list-style-type: none"> • Agarwala Ramgopal et al, (2004), Reforms, Labour Markets and Social Security, OUP, New Delhi. • Jhabvala,R. and R.K. Subrahmanya (Eds.)(2000), The Unorganised Sector : Work Security and Social Protection, Sage Publications, New Delhi. • Sen Ratna, (2008), Industrial Relations in India, Macmillan India Ltd. • Sivarethnamohan R. (2010), Industrial Relations and Labour Welfare, PHI Learning, New Delhi. • Venkataramana P. (2007), Industrial Relations, APH Publishing Corporation, New Delhi. 			

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