



Indraprastha College for Women

University of Delhi

Course Name:	B.Com. (H)
Paper Title:	Organisational Democracy and Industrial Relations
Unique Paper Code:	
Semester:	V
Faculty(s):	Sneha
Year:	2024

Work Plan			
Period	Unit No.	Learning Objective	Topics to be Covered
1 st Aug -3 rd Aug	I	Organisational Democracy and Industrial Relations: Introduction	Organisational Democracy: Concept, definition, nature of organisational democracy. elements, significance of organisational democracy
5 th Aug-10 th Aug			Industrial Relations: Concept, Nature, Objectives, Importance, Factors influencing Industrial Relations in changing Environment
12 th Aug-17 th Aug			Approaches to Industrial Relations.
19 th Aug-24 th Aug	II	Trade Union: Theoretical and Legal Framework	Theories of Trade Union Movement, Definition, Objectives, Registration of trade unions and Recognitions
26 th Aug-31 st Aug			Rights, Duties and Liabilities of registered trade union, problems of trade unions
2 nd Sep-7 th Sep			dissolution of trade union, Factors influencing the growth of trade unions.
9 th Sep-14 th Sep	III	Workers' Participation and Collective Bargaining	Worker's participation: concept, principles, levels, objectives and importance
16 th Sep-21 st Sep			Strategies to make participative management more successful
23 rd Sep-28 th Sep			Collective Bargaining: concepts, nature
30 th Sep-5 th Oct			Negotiations Techniques and Skills
7 th Oct-12 th Oct	IV	Industrial Disputes and Grievance Redressal	Industrial Disputes: concept, essentials of industrial dispute,

			classification, impact and causes
14 th Oct-19 th Oct			Grievance Handlings in industries: concept, meaning and nature of employees' grievance
21 st Oct-26 th Oct			Grievance redressal machinery in India- Preventive Machinery, Settlement Machinery: conciliation, arbitration and adjudication.
28 th Oct-2 nd Nov			MID SEMESTER BREAK
4 th Nov-9 th Nov	V	Other Labour Enactments	The Industrial Disputes Act, 1947: Important Definitions; various Authorities, Procedure, Powers and Duties of Authorities
11 th Nov-16 th Nov			The Factories Act, 1948: Provisions relating to Health, Safety, Welfare facilities, working hours, Employment of young persons
18 th Nov-23 rd Nov			The Code on Wages, 2019, Minimum Wages Act 1948, Payment of Wages Act 1948 (Cover salient features only)
25 th Nov-27 th Nov		Revision	
28 th Nov			DISBERSAL OF CLASSES

Unit	TOPICS
I	Organisational Democracy and Industrial Relations: Introduction Organisational Democracy: Concept, definition, nature of organisational democracy. elements, significance of organisational democracy. Industrial Relations: Concept, Nature, Objectives, Importance, Factors influencing Industrial Relations in changing Environment, Approaches to Industrial Relations.
II	Trade Union: Theoretical and Legal Framework Theories of Trade Union Movement, Definition, Objectives, Registration of trade unions and Recognitions, Rights, Duties and Liabilities of registered trade union, problems of trade unions, dissolution of trade union, Factors influencing the growth of trade unions.
III	Workers' Participation and Collective Bargaining Worker's participation: concept, principles, levels, objectives and importance; Strategies to make participative management more successful; Collective Bargaining: concepts, nature, Negotiations Techniques and Skills.

IV	Industrial Disputes and Grievance Redressal Industrial Disputes: concept, essentials of industrial dispute, classification, impact and causes. Grievance Handlings in industries: concept, meaning and nature of employees' grievance, Grievance redressal machinery in India- Preventive Machinery, Settlement Machinery: conciliation, arbitration and adjudication.
V	Other Labour Enactments The Industrial Disputes Act, 1947: Important Definitions; various Authorities, Procedure, Powers and Duties of Authorities; The Factories Act, 1948: Provisions relating to Health, Safety, Welfare facilities, working hours, Employment of young persons, The Code on Wages, 2019, Minimum Wages Act 1948, Payment of Wages Act 1948 (Cover salient features only).
S. No.	Name of Authors/Books/Publishers
1.	Mamoria, C. B., Mamoria, S., & Gankar. (2010). Dynamics of Industrial Relations. Delhi, India: Himalaya Publishing House.
2.	Sahoo, D. P. (2019). Employee Relations Management - Texts and Cases. Delhi, India: SAGE Publishing India.
3.	Monappa, A. (2012). Industrial Relations and Labor laws. Delhi, India: Tata McGraw Hill Edition.
4.	Srivastava, S. C. (2009). Industrial Relations and Labour Laws. Delhi, India: Vikas Publishing House.