



# 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):	MS.SABA ABID
Year:	2024

<b>Work Plan</b>			
Period	Unit No.	Learning Objective	Topics to be Covered
1 <sup>st</sup> Aug -3 <sup>rd</sup> Aug	1	To Understand organisational democracy and industrial relations in a changing environment.	Organisational Democracy: Concept, definition, nature of organisational democracy. elements, significance of organisational democracy
5 <sup>th</sup> Aug-10 <sup>th</sup> Aug	1	To Understand organisational democracy and industrial relations in a changing environment.	Industrial Relations: Concept, Nature, Objectives, Importance, Factors influencing Industrial Relations in changing Environment, Approaches to Industrial Relations.
12 <sup>th</sup> Aug-17 <sup>th</sup> Aug	I	To Understand organisational democracy and industrial relations in a changing environment.	Industrial Relations: Concept, Nature, Objectives, Importance, Factors influencing Industrial Relations in changing Environment, Approaches to Industrial Relations.
19 <sup>th</sup> Aug-24 <sup>th</sup> Aug	II	To Understand organisational democracy and industrial relations in a changing environment..	Theories of Trade Union Movement, Definition, Objectives,
26 <sup>th</sup> Aug-31 <sup>st</sup> Aug	II	To Understand organisational democracy and industrial relations in a changing environment..	Registration of trade unions and Recognitions, Rights, Duties and Liabilities of registered trade union,;

2 <sup>nd</sup> Sep-7 <sup>th</sup> Sep	II	To Understand organisational democracy and industrial relations in a changing environment..	problems of trade unions, dissolution of trade union, Factors influencing the growth of trade unions.
9 <sup>th</sup> Sep-14 <sup>th</sup> Sep	III	To Understand organisational democracy and industrial relations in a changing environment..	Worker's participation: concept, principles, levels, objectives and importance;
16 <sup>th</sup> Sep-21 <sup>st</sup> Sep	III	To Understand organisational democracy and industrial relations in a changing environment..	Strategies to make participative management more successful,
23 <sup>rd</sup> Sep-28 <sup>th</sup> Sep	III	To Understand organisational democracy and industrial relations in a changing environment..	Collective Bargaining: concepts, nature, Negotiations Techniques and Skills.
30 <sup>th</sup> Sep-5 <sup>th</sup> Oct	IV	To Understand organisational democracy and industrial relations in a changing environment..	Industrial Disputes: concept, essentials of industrial dispute,
7 <sup>th</sup> Oct-12 <sup>th</sup> Oct	IV	To Understand organisational democracy and industrial relations in a changing environment..	classification, impact and causes. Grievance
14 <sup>th</sup> Oct-19 <sup>th</sup> Oct	IV	To Understand organisational democracy and industrial relations in a changing environment..	Handlings in industries: concept, meaning and nature of employees grievance, n
21 <sup>st</sup> Oct-26 <sup>th</sup> Oct	IV	To Understand organisational democracy and industrial relations in a changing environment..	Grievance redressal machinery in India- Preventive Machinery, Settlement Machinery: conciliation, arbitration and adjudicatio
28 <sup>th</sup> Oct-2 <sup>nd</sup> Nov			MID SEMESTER BREAK
4 <sup>th</sup> Nov-9 <sup>th</sup> Nov	V	To Understand organisational democracy and industrial relations in a changing environment..	The Industrial Disputes Act, 1947: Important Definitions; various Authorities, Procedure, Powers and Duties of Authorities
11 <sup>th</sup> Nov-16 <sup>th</sup> Nov	V	To Understand organisational democracy and industrial relations in a changing environment..	The Factories Act, 1948: Provisions relating to Health, Safety, Welfare facilities, working hours
18 <sup>th</sup> Nov-23 <sup>rd</sup> Nov	V	To Understand organisational democracy and industrial relations in a changing environment..	Employment of young persons, The Code on Wages, 2019, Minimum

			Wages Act 1948, Payment of Wages Act 1948 (Cover salient features only).
25 <sup>th</sup> Nov-27 <sup>th</sup> Nov	V	To Understand organisational democracy and industrial relations in a changing environment..	Minimum Wages Act 1948, Payment of Wages Act 1948 (Cover salient features only).
28 <sup>th</sup> Nov	DISBERSAL OF CLASSES		

Unit	TOPICS
I	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	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	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: 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	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.	D. P Sahoo (2019), Employee Relations Management - Texts and Cases, SAGE Publishing India
2.	Mamoria, Mamoria and Gankar (2010), Dynamics of Industrial Relations. Himalaya Publishing House, Delhi.
3.	Monappa Arun (2012), Industrial Relations and Labor laws. Tata McGraw Hill Edition, New Delhi
4.	Monappa, A., Nambudiri, R., & Selvaraj P. (2012), Industrial Relations and Labour Laws. New Delhi: Tata McGraw Hill Education.