**11. INDUSTRIAL RELATIONS**

**Setting and Frame Work**

Concept, Scope and Philosophy; Industrial Relations--A Problem-Solving Process Field of Industrial Relations; Dimensions of the Problem; Emergence of Labour Force; Changing Structure of Industrial Organisation; Growth of Organised Labour Movement; Development cf Employer- Employee Relations;

Evolution of Industrial Relations Policy in India- -Pre-Independence Conditions, Post-Independence Developments; Industrial Relations and Five Year Plans; Four Decades of Industrial Relations Policy in India.

**Philosophy of Industrial Relations**

Character of Indian Labour Force and Nature of Union-Demands; Character of Indian Entrepreneurship and Nature of Management Response; The Frame Work of Labour Relations Legislation and Government's Outlook Regarding Industrial Relations System; Labour and Management in the Foreign Firms; Public Sector Enterprise; Nationalised Sector and Co-operative Sector: Government's Policy in the Context of Large Population, Economic Planning, Social Justice and Regional Peculiarities; Limitations and Constraints of the "Situation”.

**Industrial Conflict and Disputes**

Nature, Causes and Contents of Industrial Disputes; Job Security and Employment Guarantee; Working and Living Conditions; Economic Demands and Higher Cost of Living; Freedom to Organise; Union Recognition, Union-Rivalries and Leadership Tussles; Non-labour Causes of Industrial Disputes; Cost of Industrial Unrest; Cost and Benefit Aspects of Labour Relations--An Evaluation; Conflict-Resolution-Lessons from Ford, Scanlon Plan, Co-determination, Japanese System of Industrial Relations.

**Methods of Industrial Relations**

Frame of National Conditions--History, Legislation, Institutional Growth, Training, Experience and International Influence.

**Negotiations and Collective Bargaining**

Productivity Bargaining; Multi-union Bargaining; Bargaining Power, Bargaining Relationship and Bargaining Process--Principles, Procedures and Subject Matter; Experience, Experiments and Results; Future prospects.

**Conciliation and Mediation**

Principles and Procedures; Experience, Efficacy, Difficulties and Limitations.

**Compulsory Arbitration and Adjudication**

History, Experience, Validity, Utility; Four Decades of Adjudication in India.

**Strikes and Direct Action**

Aggressiveness, Militancy and Violence Success and Failure; Alternatives;

"Work-on-Strike".

**From Class Conflict to Class-Collaboration**

Workers' Participation and Participative Management-Philosophy, Objectives and Principles; Participative Management, Productivity and Industrial harmony.

**Voluntarism in Industrial Relations**

Gandhian Philosophy and Practice in India; Tripartism and Indian Labour Conference; National Commission on Labour-Recommendations on Industrial Relations; Role of Government in Developing Industrial Relations System and Policy; Recent Trends, Emerging Issues and Perspective.

**Industrial Relations Machinery**

Growth and Development of Industrial Relations Machinery in India; Industrial Relations Machinery at the Centre and in the Centre and in the States; Labour Offices, Labour and Industrial Courts and Tribunals.

**Plant level Labour Relations**

Labour Management Relations at the Plant level-Major Determinants-Organisational and Cultural Pattern, Technology, Employer's Philosophy, Systems and Traditions Operating in the Industry, Attitude of Management and Outlook of Trade Unions at the Plant; Administration of Standing Orders, Discipline and Grievance-Handling; Labour Management Co-operation-Works Committee, Joint Committees, Joint Management Councils, Shop-Councils and Joint Councils; Suggestion Scheme and Similar Arrangements; Role of Plant Level Officers Including Labour and Personnel Office in Promoting Labour Relations.

**Comparative Industrial Relations.**

Industrial Relations in U. K., U. S. A., Japan, Australia, West-Germany, Yugoslavia, U. S. S. R.; Industrial Relations in the Third World Countries: Industrial Relations – A Cross-National Perspective.

**Challenge of Industrial Relations**

Changing Economic and Social Climate; Trade Union recognition & Industrial Harmony; Positive Organisational Discipline and Effective Grievance Handling; Grievance Handling and Industrial Relations Counselling; Search for; Good Industrial Relations from Antagonism to Adaptive Co-operation; Creative Collective Bargaining--New Technology Agreements; Collective Bargaining with Reference to Industrial Safety & Environment Protection.

**Reforming Industrial Relations**

Social Justice Aspects and Labour Policy Implications; Reforming Industrial Management; Reforming Unionism, Reforming Industrial Relations System;Reforming Industrial Relations Legislation; Reforming Administration Management.

**Industrial Relations Perspective**

Tradition, Transition and Transformation--A pragmatic Approach; the Contest of Public Sector, Including Nationalised Sector and Co-operative Sector; Industrial Relations under Trusteeship; Economic policy and State Planning, National Goals and Achievements; 21st Century Industrial Relations Perspective -Role of Trade Unions, Management and Government; Role of Law in Industrial Relations; Looking to the future.