

Semester IV

Course Title: <u>Employee Relations - II</u>	
Type : Major Mandatory	Course Credits :4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description: The Course provides understanding of the key aspects of Employee Relations in industrial settings – ie the workers, employees, trade unions at the plant level. It focusses on the emerging trends and the knowledge and skills to forge cooperation and collaboration in a world of work that is becoming highly competitive and contemporary. The course further focuses on trends in employee relations and helps to understand the perspectives of employee relations in the 21st Century, so as to contribute towards business outcomes positively.

Learning Objectives:

1. Students learn the fabric of Employee Relations at the plant level
2. Students learn to create and design a culture for positive Employee Relations leading to productive and committed work force.
3. Students learn the emerging challenges in Employee Relations in the context of digitalization such as Artificial Intelligence (AI), Machine Learning/Robotics and emerging forms of economy (Gig economy/e-commerce)
4. Students learn to build the enablers to good employee relations and industrial relations

Learning Outcomes.

1. Students acquire skills of empathy, listening, meaningful conversations, sensitivity, building trust which enable businesses thrive through the peaceful employee relations.
2. Students are able to understand and develop skills necessary and relevant to the new age requirements.
3. Students are able to frame the strategy and policy for the organization to develop harmonious relations between employer and employee.

Employee Relations and Employment Relationship;

Introduction to Employee Relations and Employment Relations. Employment law; Historical Background, Institutions of employment law, the legal framework; the rights and duties of employers and employees; impact of employment relations on firm performance, employee commitment and agreement types, contemporary trends in health and safety.

Strikes & Direct Action

Conceptual Understanding of Strike – strategies to handle aggressiveness, Militancy and Violence-Success and Failure; Alternatives.

From Class Conflict to Class Collaboration

Workers Participation and Participative Management-Philosophy, Objectives and Principles; Participative Management, Productivity and Industrial Harmony, Tripartism, Recommendations of the National Commissions on Labour (1969 and 2002)

Plant Level Labour Relations/ Employee Relations

Labour Employee Relations at the Plant Level- Major Determinants- Organizational and Cultural Pattern, Technology, Employer's Philosophy, Systems and Traditions Operating in the Industry; Attitude of

Management and Outlook of Trade Union 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 HR manager in Promoting Labour Relations and Employee Relations

Creating and designing a culture for good Employee/ Industrial Relations

The emerging role of the IR/ER Manager in the context of today's realities and future trends

Challenges of Employee Relations / Industrial Relations in current scenario

Changing Economic and Social Climate; emergence of multigeneration work force.

Changing role of Trade Union, Recognition and partners in the progress.

Positive Organisational Discipline and Effective Grievance Handling; Building performance focused culture; Creative Collaborative Bargaining - New Technology Agreements; Collective Bargaining with Reference to Industrial Safety & Environment Protection.

Emergence of the millennial workforce, virtual workforce and the new role of HR;

Relevance of Artificial Intelligence, Robotics, Machine Learning, Digitilisation – its ramifications and challenges in the context building productive and skilled workforce.

Reforming Industrial Relations through Employee Relations and Good Governance

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

Enablers to Employee Relations like Sensitivity to employee concerns, collaborative approach, trust building, holistic initiatives like diversity and inclusion.

Creating meaningful dialogue, communication strategies to achieve appropriate Employee Relations Model/Framework

Developing Employee Relations / Industrial Relations Strategy

Planning for the Long Term Settlement; finalizing the Disciplinary Action Policy.

Employee Relations Perspective

Role of State, Managements and Unions in the emerging future both in the Private and Public Sectors/
Gig Economy/new emerging types of employment

Role of Law in Industrial Relations and Employee Relations