

**LESSON PLAN**  
**MBA**  
**ELECTIVE: HR**

**Subject** : INDUSTRIAL RELATIONS (MNG 306C)  
**Name of the Faculty** : Mr. Krushna Prasad Panda  
**Academic Session** : 2016-17  
**Semester** : 4t Semester (January to June, 2017)  
**Stream** : MBA 2015-17

Sl.No.	Lecture No.	Topic	Important Teaching Points
1	1	Industrial Relation : Concept, Scope	<ul style="list-style-type: none"> <li>• Introducing the topic</li> <li>• Concept and definition</li> <li>• Scope</li> </ul>
2	2	Approaches to Industrial Relations – Unitary, Pluralistic, and Radical approach	<ul style="list-style-type: none"> <li>• Unitary approach</li> <li>• Pluralistic approach</li> <li>• Radical approach</li> </ul>
3	3	Industrial Relations Systems (IRS)	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Components</li> <li>• Process</li> </ul>
4	4	Trade Unionism : Concept ,Union Registration and Recognition	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Union Registration</li> <li>• Recognition</li> </ul>
5	5	Structure and function of trade union	<ul style="list-style-type: none"> <li>• Structure</li> <li>• Function</li> </ul>
6	6	Theories on Trade Unionism – Selling Pearl Man	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Limitations</li> </ul>
7	7	Theories on Trade Unionism –Sidney and Beatrice Webb	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Limitations</li> </ul>
8	8	Theories on Trade Unionism –Karl Marx	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Limitations</li> </ul>
9	9	Theories on Trade Unionism –Robert Hoxie	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Limitations</li> </ul>
10	10	Theories on Trade Unionism – Mahatma Gandhi,	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Limitations</li> </ul>
11	11	White Collar Trade Unions	<ul style="list-style-type: none"> <li>• Concept</li> </ul>



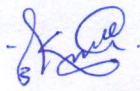
			<ul style="list-style-type: none"> <li>• Features</li> <li>• Example of different unions</li> </ul>
12	12	<b>Case Study Discussion</b>	<ul style="list-style-type: none"> <li>• Regarding the issues of trade union</li> </ul>
13	13	Code of Discipline	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Implications</li> </ul>
14	14	Grievance Management	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Mechanism</li> <li>• Process of grievance handling in industry</li> </ul>
15	15	Dispute Resolution and Industrial Harmony	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Dispute resolution mechanism</li> </ul>
16	16	Dispute Resolution and Industrial Harmony	<ul style="list-style-type: none"> <li>• Dispute resolution mechanism</li> <li>• Industrial peace</li> </ul>
17	17	Collective Bargaining : Meaning, Concept	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Meaning and definition</li> </ul>
18	18	Functions of collective bargaining	<ul style="list-style-type: none"> <li>• Functions of collective bargaining</li> </ul>
19	19	Types of Bargaining	<ul style="list-style-type: none"> <li>• Types of Bargaining</li> </ul>
20	20	Process of Bargaining	<ul style="list-style-type: none"> <li>• Process of Bargaining</li> </ul>
21	21	Emerging Trends in Collective Bargaining	<ul style="list-style-type: none"> <li>• Emerging Trends in Collective Bargaining</li> </ul>
22	22	Chamberlain's Theories of Collective Bargaining	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Limitations</li> </ul>
23	23	Flenders's Theories of Collective Bargaining	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Limitations</li> </ul>
24	24	McKersie's Theories of Collective Bargaining	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Limitations</li> </ul>
25	25	Sidney and Beatrice Webb's Theories of Collective Bargaining	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Features</li> <li>• Limitations</li> </ul>
26	26	<b>Case Study Discussion</b>	<ul style="list-style-type: none"> <li>• Regarding collective bargaining in the industry</li> </ul>
27	27	Tripartism and IR	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Feature</li> <li>• Mechanism</li> </ul>
28	28	ILC	<ul style="list-style-type: none"> <li>• Concept</li> </ul>

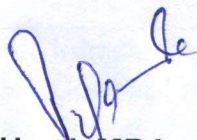


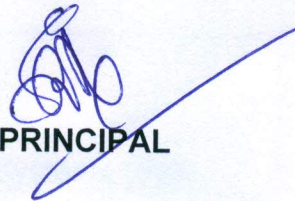
	Books	Book Name & Author	<ul style="list-style-type: none"> <li>• Feature</li> <li>• Mechanism</li> </ul>
29	29	SLC	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Feature</li> <li>• Mechanism</li> </ul>
30	30	ILO – Structure and Functions	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Feature</li> <li>• Mechanism</li> </ul>
31	31	Conventions and Recommendations	<ul style="list-style-type: none"> <li>• Conventions and Recommendations</li> </ul>
32	32	Bipartism Link with Tripartism	<ul style="list-style-type: none"> <li>• Bipartism Link with Tripartism</li> </ul>
33	33	Strengthening Tripartite Social Dialogue	<ul style="list-style-type: none"> <li>• Strengthening Tripartite Social Dialogue</li> </ul>
34	34	<b>Case Study Discussion</b>	<ul style="list-style-type: none"> <li>• Regarding the Strengthening of Tripartite Social Dialogue</li> </ul>
35	35	Workers Participation in Management : Concept, Scope	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Scope</li> </ul>
36	36	Levels and functions	<ul style="list-style-type: none"> <li>• Levels</li> <li>• Functions</li> </ul>
37	37	Forms of Workers' Participation	<ul style="list-style-type: none"> <li>• Forms of Workers' Participation</li> </ul>
38	38	Participation or Association with Management.	<ul style="list-style-type: none"> <li>• Participation or Association with Management.</li> </ul>
39	39	Productive Bargaining	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Scope</li> <li>• Mechanism</li> </ul>
40	40	<b>Case Study Discussion</b>	<ul style="list-style-type: none"> <li>• Regarding workers participation in management in industry</li> </ul>



Books	Book Name & Author	Publisher
Text Book :	Dynamics of Industrial Relations- Mamoria, Gankar	HPH
Reference Book :	Industrial Relations, C.S. Venkata Ratnam,	Oxford
	Industrial Relations, Trade Unions & Labour Legislation- Sinha & Shekhar,	Pearson
	Industrial Relations- Monappa	TMH
	Industrial Relations -Balasubramanian	Everest Publishing House

  
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 PRINCIPAL