

MGT 252: Management of Industrial Relations

Lecture Hours: 150

Full Mark: 100

Pass mark: 35

Course Objectives

This course aims to familiarize the students with the basic concepts of Industrial relations. It will also focus on the structure of trade unionism, industrial disputes and its settlement, participative management, wage determination and other related issues.

Course Description

This course contains introduction to industrial relations, trade unionism and employer's association, prevention and settlement of industrial disputes, industrial democracy and participatory management, labour legislation, wage determination, ILO and Nepal, labor welfare and social security, technology and industrial relations, industrial relations scenario in Nepal.

Course Details

Unit 1: Introduction to Industrial Relations

LH 8

Concept and meaning of IRs, objectives and scope of industrial relations, forms of industrial relations, theories of industrial relations, actors of Industrial relations, the system perspectives of industrial relations, industrialization strategy and industrial relations.

Unit 2: Trade Unionism and Employers' Association

LH 18

Concept, functions and objectives of trade union and employer's associations, emergence of trade unionism,, trade union activities, trade unions in service sector, structure of trade unions in Nepal, trade union movement in Nepal, trade unions related issues in Nepalese organizations, provisions in Trade Union Act 2049 (1992),origin, growth and types of trade unionism and employers association in Nepal

Unit 3: Prevention and Settlement of Industrial Disputes

LH 27

Concept and causes of disputes, typology of industrial disputes: Individual and collective disputes, interest and right disputes; Prevention of disputes: Code of conduct, handling employee grievances, Grievance machinery, maintain discipline; Settlement of disputes: Collective bargaining: concept and process, nature of collective bargaining, collective bargaining as a method of wage fixation, prerequisite for collective bargaining, negotiating techniques and skills, types of collective bargaining contracts, provisions of collective bargaining in Nepal, collective bargaining issues in Nepalese organizations; Conciliation and arbitration; Legal framework for settlement of industrial disputes resolution in Nepal

Unit 4: Industrial Democracy and Participatory Management

LH 20

Concepts of Industrial Democracy and Participatory Management; Schemes of workers' participation in management, determinants of workers' participation in management, workers' empowerment-techniques quality circle and its application Kaizen and its benefits quality of work life and work behavior, joint work committees, managing good industrial relations- problem and prospects future of industrial relations; Workers' participation in management in Nepal: Legal provision and practices

Unit 5: Labour Legislation

L

H 15

Concept; Objectives of labour legislation; Labour legislation in Nepal: Labour Act, Trade Union Act and Bonus Act

Unit 6: Wage Determination

L

H 14

Concept of wages; Methods and criteria of wage determination; Minimum wages in Nepal; Wages and productivity

Unit 7: ILO and Nepal

L

H 13

Governing principles and objectives of ILO; Functions and activities of ILO; Structure of ILO; Labor standards; ILO's activities in Nepal

Unit 8: Labor Welfare and Social Security

L

H 15

Concept and objectives of labor welfare; Types of labor welfare programs; Concept and Methods of social security; Labor welfare and social security in Nepal

Unit 9: Technology and Industrial Relations

LH 10 Modernization

Unit 10: Industrial Relations Scenario in Nepal

L

H 10

Historical perspective and Current scenario; Emerging trends and issues if IRs in Nepalese organizations.

Project Work

L

H 10

After the completion of fourth year concentration classes the students shall have to prepare and submit a project work in the area they have specialized. The subject teachers have to discuss with students on possible topics of the project work, availability and sources of literature, availability of data, data collection methods, appropriate tools of data analysis, etc relevant to the subject within 10 lecture hours.

Basic Books

Monappa, A., *Industrial Relations*, New Delhi: Tata-McGraw Hill.
Verma, P., *Management of Industrial Relations*, New Delhi: Oxford and IBH. Singh, B.D. *Industrial Relations and Labour*

Laws, New Delhi : Excel Book.

Bhatia, S.K. ***constructive Industrial relations and Labour Laws***, New Delhi: Deep & Deep Publications, India Monappa, A., Nambudiri, R.& Selvaraj, P. Industrial Relations and Labour Laws, Tata McGraw Hill Education Pvt. Ltd.

Salamon, M., ***Industrial Relations: Theory and Practice***, New delhi: Prentice Hall

Sihna, P.R.N., ***Industrial Relations***, Trade Unions and Labour Legislation, New Delhi:

Pearson Education Ratnam, C.S.V., ***Industrial Relations***, New Delhi: Oxford University Press, India.

Reference Books

Kanoon Byabasta Samiti, ***Trade Union Act, Labour Act, and Bonus Act of Nepal***.

ILO, ***Labour Adminstration: A Profile on Nepal***, Kathmandu: the Office of the ILO Advisor.

Pant, Prem R. and Manandhar, Narayan (eds), ***Industrial Relations in Nepal: A book of Readings***, Kathmandu: FNP and IRF.

Shrestha, B.M., ***Industrial Relations Management (Theory and Practice)***, Kathmandu: Akshalok Prakashan