



**Swami Ramanand Teerth
Marathwada University,
Vishnupuri Nanded 431606**

Centre For External Education

**M.Com. (External Mode)
Second Year**

SYLLABUS 2023-24

INDUSTRIAL RELATION AND LABOR LAW

MC-11

Unit I: Industrial Relation: -

Definition, Determinant, Approaches to IR –Psychological, Human Relation, Socio, Gandhian approach & It's Effect on Management Industrial Dispute –Meaning, Causes

Unit II: Industrial Relation Machinery to solve Industrial Dispute: - Negotiation, Mediator. Arbitration- Work Committees, Conciliation, Board of Conciliation, Court of enquiry, Labour Court, Industrial Tribunal, National Tribunal, Role of Judiciary & its impact on industrial relation.

Unit III: Workers Participation in Management- Concept, Pre-Requisites, Levels of Participation, Benefits of Participation; Positive Discipline; Welfare and Community Development

SECTION – B

LABOR LAW

1. The Factories Act, 1948
2. The Payment of Wages Act, 1936
3. The Payment of Bonus Act, 1965
4. The Industrial Disputes Act, 1947
5. The Maharashtra Recognition of Trade Unions & Prevention of Unfair Labor Practices Act, 1971
6. The Industrial Employment (Standing Orders) Act, 1946
7. The Maternity Benefit Act, 1961

Suggested Readings for IR:-

1. Dynamic Personnel Administration - Prof. M. N. Rudrabasavraj
2. Personnel Management and Industrial Relations – P. C. Shejwalkar and S.B. Malegaonkar
3. Labor Management Relations in India – K. M. Subramanian

4. Trade Unionism - Myth and Reality, New Delhi, Oxford University Press, 1982, Mamkoottam
5. Management of Industrial Relations – Pramod Verma
6. The Future of Industrial Relations. New Delhi, Sage, 1994. Niland JR.
7. Collective Bargaining and Industrial. - Kochan, T.A. & Katz Henry, 2nd edition, Homewood, Illinois, Richard D Irish, 1988.
8. Industrial Relations – Arun Monappa
- 9 Human Developments – Diane E. Papalia, Sally Wendkos Olds
- 10 Industrial & Labour Law - S.P. Jain, Dhanpatrai & Co
11. Elements of Mercantile Law- N. D. Kapoor

Suggested Readings for Laws:-

1. Bare Acts
2. Industrial Law – P L Malik
3. Industrial Law – J K Bareja
4. Labour Laws for managers – B D Singh
5. Industrial & Labour Laws – S P Jain

