

# UNIVERSITY OF MUMBAI



NAAC ACCREDITED

## SYLLABUS

**Programme - B.COM**

**Course - Trade Unionism and Industrial Relations – Paper I & II**

**(Sem – V & VI)**

**(Applied Component)**

Credit Based Semester and Grading System

w.e.f. the Academic year 2014 - 2015

**SYLLABUS - T.Y.B. Com (Applied Component group)**

**Trade Unionism and Industrial Relations**

**w.e.f. 2014-2015**

**PAPER I --- Semester – V**

Module I:

Trade unionism: Meaning, Scope, Significance and Objectives. Theories of trade unionism (Hoxie, Webbs, Karl Marx, Mahatma Gandhi). History of trade unions in India. Structure of trade unions in India.

(12 lectures)

Module II :

(A) Functions of trade unions with respect to: i) Wages ii) Labour welfare iii) Training and education iv) Social security) Awareness of social responsibility vi) Environmental awareness.

(B) Problems of trade unions- Multiplicity, Inter and intra-union rivalry, political intervention, technological advancement

(12 lectures)

Module III:

Leadership ideology, Recognition, Registration and administration of trade union.

(A) Impact of recession and globalization on trade unions in India.

(B) Problems of employees and need of trade unions in Information and Communication Industry.

(11 lectures)

Module IV:

ILO- Objectives, principles and organs. Impact of ILO on Indian trade union movement.

(A) Problem of 'free riders', white collar unionism-meaning, reasons for its growth, trade union finances- Causes of inadequate finance & administration of financial funds.

(B) Women's participation in trade union activities.

(10 lectures)

# **Trade Unionism and Industrial Relations**

## **PAPER II --- Semester – VI**

### Module I:

(A) Industrial relations: Meaning, objectives and scope. Industrial relation policy in India: Its evolution, Industrial relation policy till 1991, Industrial relation strategy in post-liberalization era.

(B) Recommendations of Second National Commission on labour 2002.

( 12 lectures )

### Module II:

(A) Industrial conflicts: Meaning causes and impact. Strike: Meaning, Types & Legal aspects. Concept of lockout.

(B) Measures for prevention and settlement of industrial conflicts- (a) Conciliation (b) Mediation (c) Arbitration (d) Adjudication.

(12 lectures )

### Module III :

(A) Collective bargaining: concept, principles and importance. Collective bargaining in India.

(B) Workers participation in management- Meaning, Types with reference to India.

(11 lectures)

### Module IV:

(A) Industrial relations in public sector, multi-nationals, and co-operative sector.

(B) Plant level Industrial relations:- standing orders and grievance procedure.

(C) Work and role of labour welfare officer.

(10lectures)

### **Reference books:**

1. Myers C.A. & Kannappan S. (1970), 'Industrial Relation in India' , Asia publishing House, India.
2. Singh, J.K. (1988), 'Labour Economics. Principles Problem and Practices', Deep and Deep Publication Pvt. Ltd. New Delhi.
3. Jackson, M.P. , Strikes
4. Karnik V.B. (1974), 'Indian labour, Problems and prospects', Minewal Associations.

5. Joshi C.K (1967), ' Unionism in Developing Economy', Asia Publication House, Bombay.
6. Mamoria C.B. & Mamoria S.(1992), 'Dynamics of Industrial Relation in India', Himalaya Publishing House.
7. Sahani, Dr, N.K. (2009) 'Industrial Relations' Kalyani Pub. Ludhiyana.
8. Tripathi, P.C. (2009) 'Personal Management and Ind. Relations' – Sultan Chand and Jons, New Delhi.
9. Memoria&Memoria- 'Ind. Relations' Himalaya Pub. House, Mumbai.
10. A.M. Sharma- 'Ind. Relations' - Himalaya Pub. House, Mumbai.
11. G.Ramanugan- The Honey bee to words a new culture in Ind, Relations- Sterling Pub. Pvt. Ltd.

## **INTERNAL AND EXTERNAL SEMESTER EXAMINATION FOR SEMESTER V & VI**

### **Internal Examination**

The Internal Examination will be of 25 marks and is split into –

- i. Test Paper of 20 marks consisting of questions of objective types.
- ii. 5 marks for responsible behaviour and active class participation

### **External Examination**

#### **Question Paper Pattern for Semester End Examination.**

There will be **five** questions in all. All the questions are **COMPULSORY** and will have internal choice. (Total 75 marks)

**Q1. Module I** (Total marks 15)

Three questions: A BC.

Attempt any Two

**Q2. Module II** (Total marks 15)

Three questions: A BC.

Attempt any Two

**Q3. Module III** (Total marks 15)

Three questions: A BC.

Attempt any Two

**Q4. Module IV** (Total marks 15)

Three questions: A BC.

Attempt any Two

**Q5. Modules I to IV** (Total marks 15)

- a. True or False with reasons. Attempt any Four out of Eight: Two from each module. (2 marks each)
- b. Choose the correct option. Attempt any Seven out of Twelve: Three from each module. (1 mark each)