

SSW 5010 : EMPLOYEE RELATIONS AND LABOUR WELFARE

- Course Objectives**
- Create interest and understanding on the challenges faced by workers in various industries
 - Enrich the knowledge on employer- employee dynamics and the role of various national and international organisations concerned with industrial relations
 - Learn about statutory & non-statutory industrial welfare measures

Course Outline

Unit I Introduction to Industrial Relations

Concept of Industrial Relations, Scope Industrial relations system Evolution and development of Industrial Relations in India, Approaches to Industrial Relations, Procedures and policies of Industrial relations, Importance of industrial peace and harmony

Unit II Employee-Employer Relations and Modalities

Workers' Participation in Management – concept and practice Role of Trade Unions in Industrial Relations
Collective Bargaining – procedures and importance Misconduct and Domestic Enquiry, Instruments for the Bipartite Settlement

Unit III Modes of conflict Resolution

Concepts of conflicts, disputes and discipline Principles of Industrial Discipline, Gender sensitivity and Sexual Harassment at Work Places Conflicts and dispute resolution methods, Grievance handling procedures of the state for the Prevention and Settlement of disputes, Machinery for conflict resolution, Role of Labour Courts and Industrial Tribunals

Unit IV Employee Welfare and trade unions

Concept, principles, scope, theories, approaches and philosophy of employee welfare Areas of Employee Welfare, Statutory welfare programmes, Non-statutory welfare programmes Trade unions: Concept, functions, Theories Structure, problems of Trade Unions Measures to strengthen Trade union movement in India Major problems experienced by employees, Migration, wages, poor housing, absenteeism, employee turnover, indebtedness Alcoholism, diseases and accidents and poor conditions of work

Unit V Practice of Employee Welfare

Occupational health and safety, Roles and functions of the Labour Welfare Officer Workers' Education Programmes, Relevance of Employee Welfare in current scenario, Application of Social Work methods in delivering employee welfare services

Course outcome

1. On completion of the course, learners will be able to realize the challenges faced by workers in various industries and develop skills to manage such issues.
2. Learners will be capable to critically evaluate the employer-employee dynamics.
3. Learner will be capacitated with techniques of conflict resolution and able to appreciate the role of various domestic, national and international organizations concerned with industrial relations.
4. Learner will acquire the updated information statutory & non-statutory industrial welfare measures.

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