ELE 228: Labour Relations Management  
(elective-III)

Course Objectives
The course aims to acquaint students on all the dimensions of labour relations management. It is organized into two parts: first part focusing on the history and theory relating to the industrial relations, and the second part providing detailed on specific provisions of labor laws being enforced in Nepal.

Course Description
This course contains introduction, trade unions, collective bargaining, employee grievances, conflicts and disputes, Worker Participation in Management.

Course Details
Unit 1: Introduction
Concept, meaning, objectives and scope of labour relations, forms of labour relations, theories of labour relations, labour relations actors, the system perspectives of labour relations, industrialization strategy and labour relations, globalization and labour relations.

Unit 2: Trade Unions

Unit 3: Collective Bargaining

Unit 4: Employee Grievances, Conflicts and Disputes
Concepts, nature of employee grievances, causes of grievances, the grievance procedure, industrial conflicts, nature of conflict and its manifestation, conflict resolution, grievance and industrial relations, nature of industrial disputes, legal provisions on dispute settlement process in Nepalese organizations, strikes and lockouts-causes.

Unit 5: Worker Participation in Management
Concept, 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.
Text and Reference Books:
Singh, B.D. Industrial Relations and Labour Laws, Excell Book, New Delhi
Bhatia, S.K. constructive Industrial relations and Labour Laws, Deep & Deep Publications, India
Salamon, M. Industrial Relations: Theory and Practice, Prentice Hall
Sihna, P.R.N. Industrial Relations, Trade Unions and Labour Legislation, Pearson Education
Ratnam, C.S.V. Industrial Relations, Oxford University Press, India.
Trade Union Act 2049 (1992)
Labour Act,2048 (1992)