

ISM 208: Industrial Relations

Credits: 3

Lecture Hours: 48

Course Objectives

The course aims to acquaint students on all the dimensions of industrial relations and labour laws. 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

LH 8

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

Unit 2: Trade Unions

LH 10

Trade unions, emergence of trade unionism, objectives of trade unions, 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).

Unit 3: Collective Bargaining

LH 10

Concept, nature of collective bargaining, collective bargaining process, 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.

Unit 4: Employee Grievances, Conflicts and Disputes

LH 12

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

LH 8

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:

Monappa, A. Industrial Relations, Tata McGraw-Hill Publishing Company Ltd, India.

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

Monappa, A., Nambudiri, R. and Selvaraj, P. Industrial Relations and Labour Laws, Tata McGraw Hill Education Pvt. Ltd.

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.

Pant, P.R. & Narayan Manandhar (eds), (1998). *Industrial Relation in Nepal A Book of Readings*, Industrial Relations Forum, Kathmandu.

Trade Union Act 2049 (1992)

Labour Act,2048 (1992)