



# SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University

Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | College with Potential for Excellence

<b>COURSE TITLE</b>	<b>Industrial Relations and Trade Union</b>	
<b>Course Learning Outcomes:</b> <ol style="list-style-type: none"><li>1. To develop an understanding about legal framework in manufacturing organisations.</li><li>2. To relate the concepts of Industrial relations, Trade union, Collective bargaining, Workers participation in Management and ADR.</li><li>3. To discuss about the industrial dispute settlement machinery.</li></ol>		
<b>Gist of this course in maximum 3 to 4 lines</b>	This course will help students understand important provisions of Industrial disputes act, Trade Unions act, MRTU and PULP act, Industrial employment (S.O.) act.	
<b>Detailed syllabus</b>		
<b>Unit</b>	<b>CONTENTS OF THE COURSE</b>	<b>No. of Lectures</b>
<b>1.</b>	<b>Introduction to Industrial relations, Trade union and Alternative Dispute Resolution (ADR):</b> <ol style="list-style-type: none"><li>1.1 Meaning, Importance and Scope of industrial relations, Factors in industrial relations</li><li>1.2 The concept of Trade union, Functions of Trade Union</li><li>1.3 The concept and importance of Collective bargaining</li><li>1.4 The concept and advantages of Workers Participation in Management</li><li>1.5 Alternative Dispute Resolution(ADR)- Concept and importance</li></ol>	<b>14</b>
<b>2.</b>	<b>Industrial Dispute Act, 1947</b> <ol style="list-style-type: none"><li>2.1 Industrial dispute settlement machinery and other important provisions</li></ol>	<b>14</b>
<b>3.</b>	<b>Trade Unions Act, MRTU and PULP Act</b> <ol style="list-style-type: none"><li>3.1 Important provisions of Trade Union Act, 1926</li><li>3.2 Important provisions of Maharashtra Recognition of Trade Union, Prevention of Unfair Labour Practices Act, 1971</li></ol>	<b>14</b>
<b>4.</b>	<b>Industrial Employment (Standing Orders) Act, 1946</b> <ol style="list-style-type: none"><li>4.1 Important provisions of the act</li></ol>	<b>12</b>
	<b>Total Number of Lectures</b>	<b>54</b>