

# **IRPM**

## **UNIT-I**

### **INDUSTRIAL RELATIONS:**

System framework of industrial relations, Models of industrial relations.

Trade Unions: Theories of trade unions, trade union registration, recognition and criteria for recognition, Code of discipline, grievance handling procedure, Structure of trade unions at National level, problems of trade unions during globalization.

Theories of collective bargaining, Nature of collective bargaining, legal framework of collective bargaining, National Wage Policy.

Technological change and industrial relations, role of government in industrial relations.

Dispute resolution methods, strikes, lockouts, gheraos, unfair labour practices, NCL – I and II on Industrial Relations.

## **UNIT-II**

### **LABOUR LEGISLATION:**

Principles of labour legislation, Indian constitution and labour legislation, Social justice, Principles of natural justice, ILO and labour legislation.

Factories Act, 1948, Mines Act, 1952, MTW Act, 1961, Interstate Migrant Workmen Act, 1979, Trade Union Act, 1926, Industrial Employment Standing Orders act, 1946, Minimum Wages Act, 1948, Payment of Wages Act, 1936, Payment of Bonus Act, 1965, Equal Remuneration Act, 1976, Employees' Compensation Act, 1923, ESI Act, 1948, PF (F & P) Act, Payment of Gratuity Act, 1972, Maternity Benefit Act, 1961.

## **UNIT-III**

### **PERSONNEL MANAGEMENT:**

Objectives, importance and functions of Personnel Management.

Personnel Management vs. Human resource Management.

Recent Trends in Human resource Management.

Recruitment: Policy, process and recent trends in recruitment practice and e-recruitment

Selection: Significance, steps in selection procedure.

Training: Principles, methods and benefits of training. Training vs. Development. Role of Govt. in Skill Development Programmes.

Performance

Measurement: Planning, process and methods of Performance Measurement.

Compensation

Measurement: Principles and planning of Compensation Management Programme. Policy and components of Pay Structures. Methods of wage and salary payments, various incentive and benefit plans, recent trend in Compensation Management.

## **UNIT-IV**

### **ORGANIZATIONAL BEHAVIOR:**

Concept of Organizational Behavior, Scope, Individual and Organizational Behavior, Organizational Theories, Personality, Determinants, Theories, Traits, Learning, Types, theories, Organizational Training and Adult Learning Process.

Motivation: Concept, Theories.

Leadership: Types, Theories.

Group and Group Dynamics, Organization Change and Development, Organization Climate and Culture, Organizational Effectiveness.

## **UNIT-V**

### **LABOUR ADMINISTRATION:**

Labour machinery of Central Govt. and State Govt. Attach Offices, Sub-ordinate Offices, Autonomous Organizations, Adjudication Bodies, CIF and B.

ILO and Labour Administration, Recommendations of NCL – I & II on Labour Administration.

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