

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT  
BACHELOR IN BUSINESS ADMINISTRATION (BBA), SYLLABUS 2072 (2016)

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<b>Course Title</b>		<b>Industrial Relations</b>
<b>Course Code Number</b>		<b>MGT 393</b>
<b>Credit Hours</b>		<b>03</b>
<b>Year: IV</b>		<b>Semester: VIII (HRM Specialization)</b>
<b>Course Objectives:</b>		
<b>Main objectives</b>		The issues to industrial relations are central feature of organizational life. This course intends to impart conceptual and practical aspects of employee relations at the macro and micro levels.
<b>Enabling objectives</b>		After the completion of this course the students will be familiar with: <ul style="list-style-type: none"> <li>• Conceptual foundation of industrial/labour relations</li> <li>• Several dimensions of labour relations with their universal relevancies</li> <li>• Policy framework of labour relations for harmonious relationship between employers and employees and smooth functioning of an organization</li> <li>• Labour related laws in Nepal with their provisions in connection with health employment relations</li> </ul>
<b>Learning Unit (LU)</b>	<b>Learning Hours (LH)</b>	<b>Contents</b>
<b>LU 1</b>	<b>LH 10</b>	<b>Introduction</b> Meaning and scope of industrial relations, Structure and Evolution of Industrial Relations: Concept, Nature and models of IR- Unitarist, Pluralist, Dunlop's and Marxist perspectives of IR; Determinant, Socio-Economic, Technical, and Political factors affecting IR in changing Environment, Approaches to the study of Industrial Relations, Industrial Relations movements in Nepal
<b>LU 2</b>	<b>LH 8</b>	<b>Trade Unionism</b> Meaning and function of Trade Union, Types & structure of Trade Union, History of Trade Unionism in Nepal, Major provisions of trade union act of Nepal: Registration, objectives, Rights, duties and functions of trade union.
<b>LU 3</b>	<b>LH 10</b>	<b>Industrial Safety and Health and Employee Welfare</b> Concept of health and safety in industrial relations, Causes of industrial accidents, Major issues in health and safety, important provisions of health and safety in Nepalese context, Occupational health and hazards: Meaning, problems and issues, psychological problems and solutions Concept, objectives, scope and need of employee welfare, Voluntary welfare measures, Statutory welfare measures in Nepal
<b>LU 4</b>	<b>LH 12</b>	<b>Industrial Disputes and Collective Bargaining</b>

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		<p>Meaning, types &amp; causes of Dispute, Dispute settlements methods: Negotiation, Mediator, Arbitration, Role of Judiciary &amp; its impact on industrial relation, Dispute settlement process in Nepal</p> <p>Meaning, characteristics, importance of collective bargaining, essential conditions for success of collective bargaining, process of collective bargaining, causes for failure of collective bargaining, Industrial unrest: provisions of strike, lockout and collective bargaining in Nepalese context,</p>
<b>LU 5</b>	<b>LH 8</b>	<p><b>International Labour Organization (ILO)</b></p> <p>Origin, objectives and functions of ILO, Contribution and Structure of ILO, Role of ILO in Nepal, ILO Conventions: Its adaptation and challenges in Nepal</p>
<b>References</b>		<ol style="list-style-type: none"> <li>1. Mamoria C.B. and Sathish Mamoria, Dynamics of Industrial Relations, Himalaya Publishing House, New Delhi, 2007.</li> <li>2. Arun Monappa, Ranjeet Nambudiri, Patturaja Selvaraj. Industrial relations &amp; Labour Laws. Tata McGraw Hill. 2012</li> <li>3. Labour act of Nepal</li> <li>4. Trade union act of Nepal</li> </ol>

Net Contact Hour is 48 excluding the exams and tests.

Evaluation Module: 50 percent will be assessed through the internal evaluation and 50 percent will be assessed through end semester examination