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Specialization

Human Resource Management

Industrial Relations & Labour Laws

Sub Code- MBEIV – 13

Unit – II

Industrial Conflicts

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Purpose Only

Programme Educational Objectives

Our program will create graduates who:

- 1. Will be recognized as a creative and an enterprising team leader.*
- 2. Will be a flexible, adaptable and an ethical individual.*
- 3. Will have a holistic approach to problem solving in the dynamic business environment.*

Course Objectives Of IRLL

- **CO1** : Students should able to elaborate the concept of Industrial Relations.
- **CO2** : The students should able to illustrate the role of trade union in the industrial setup.
- **CO3** : Students should able to outline the important causes & impact of industrial disputes.
- **CO4** : Students should able to elaborate Industrial Dispute settlement procedures.

Course Objectives Of IRL

- **CO5** : Student should be able to summarize the important provisions of Wage Legislations, in reference to Payment of Wages Act 1936, Minimum Wages Act 1948 & Payment of Bonus Act 1965
- **CO6** : Student should be able to summarize the important provisions of Social Security Legislations, in reference to Employees State Insurance Act 1948, Employees Provident Fund Act 1952, Payment of Gratuity Act 1972.

Unit II: Industrial Conflicts

- Unit II: Industrial Conflicts: Concept of Industrial Conflicts/ Disputes, Classification of Industrial Dispute, Causes & Impact of Industrial Dispute, Strikes & Lockouts, Sexual Harassment: Legal Perspective

Unit Objectives

- Explain and discuss the concept of Industrial Conflicts / Disputes.
- Explain and discuss the classification of Industrial Dispute.
- Explain and discuss the Causes & Impact of Industrial Dispute.
- Define Strikes & Lockouts and its impact.
- Explain and discuss the Legal Perspective of Sexual Harassment.

Industrial Disputes

Industrial Disputes

Definition

Meaning

Causes

Industrial Dispute

The causes of industrial disputes can be broadly classified into two categories:

economic causes

The economic causes will include issues relating to compensation like wages, bonus, allowances, and conditions for work, working hours, leave and holidays without pay, unjust layoffs and retrenchments.

non-economic causes

The non economic factors will include victimization of workers, ill treatment by staff members, sympathetic strikes, political factors, indiscipline etc.



Grievances

Nature &

Causes,

Settlement Machinery

Voluntary.

Compulsory.

Objectives.

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Remedial & Prevention Measures.

Settlement Machineries.

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Consequences of Industrial Disputes on Industry.

Consequences of Industrial Disputes on Society.



Significance of Peace & Harmony to Industrial Productivity .

Significance of Peace & Harmony to Industrial Progress.

Strike

A strike is a very powerful weapon used by trade unions and other labor associations to get their demands accepted. It generally involves quitting of work by a group of workers for the purpose of bringing the pressure on their employer so that their demands get accepted. When workers collectively cease to work in a particular industry, they are said to be on strike.

Lockout

Lockout is a temporary work stoppage or denial of employment initiated by the management of a company during a labor dispute.

Reference

- 1) Dynamics of Industrial Relations – Mamoria, Mamoria , Gankar, 3rd edition, Published by Himalaya Publishing House Pvt. Ltd.. 2012.
- 2) Industrial Relations & Labour Laws by BD Singh.
- 3) Industrial Relations By CS Venkata Ratnam Publisher – Oxford University Press - 2007



Thanks

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