



## MEASI INSTITUTE OF MANAGEMENT

**CHENNAI-14**

**Approved by All India Council of Technical Education and  
Affiliated to the University of Madras, ISO 9001:2015 Certified Institute**

### LESSON PLAN

<b>Name of the Course</b>	ILR	<b>Lecture</b>	2
<b>Type of the Course</b>	Elective – HR	<b>Theory</b>	1
<b>Course Code</b>	PMF23	<b>Practical</b>	0
<b>Semester</b>	III & IV	<b>Seminar</b>	1
<b>Maximum Hours</b>	45	<b>Credits</b>	3

Unit. No.	Details	Teaching type	Level	Method	Hours
<b>Unit I</b>	<b>Introduction:</b> The changing concepts of Industrial relations.	Understanding	L2	Lecture	2
	Factors affecting employee stability.	Understanding	L2	Lecture	2
	Application on Psychology to Industrial Relations. Codes of Conduct.	Reflective	L3	Seminar	1
<b>Unit II</b>	<b>Industrial Harmony and Conflict:</b> Harmonious relations in industry- importance and means;	Understanding	L2	Lecture	2
	Cause of industrial disputes- Machinery for settling of disputes- Negotiation- Conciliation- Mediation- Arbitration and Adjudication-	Understanding	L2	Lecture	4
	Strikes- Lock-outs- Layout and Retrenchment codes of discipline- Grievance procedure-	Understanding	L2	Lecture	3
	Labour management co-operation; Worker's participation in management.	Understanding	L2	Lecture	3
<b>Unit III</b>	<b>Labour Relations:</b> Changing concept of management labour relations.	Memory Level	L1	Lecture	1
	Statute laws- Tripartite conventions- development of the idea of social justice.	Understanding	L2	Lecture	3
	limitation of management prerogatives increasing labour responsibility in productivity.	Reflective	L3	Analytic	2
	Joint Consultation; Principal types- Attitude of trade unions and management- Joint consultation in India.	Understanding	L2	Lecture	2
<b>Unit IV</b>	<b>Trade Unions:</b> Trade Unions and their growth- economic- social and political conditions leading to the development of	Understanding	L2	Lecture	5



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	trade unionism- Theories of trade unionism- Aim and objectives of trade unions- Structure and governing of trade unions.				
	Problems and Role of Indian Trade Unions; Recognition and leadership- Finances and Membership- Compulsory versus free membership- Political activities- Welfare- Legislation- Majority and Minority unions- Social responsibilities- positive role in economic and social development.	Understanding	L2	Lecture	6
<b>Unit V</b>	<b>Collective Bargaining:</b> Meaning- Scope- Subject matter and parties- Methods and tactics- Administrations of collective bargaining agreements	Understanding	L2	Lecture	3
	Fair and unfair labor practice.	Understanding	L2	Lecture	1
	Tripartite Machinery; At the center and in the states- I.L.O. – Its functions and role in labor movement.	Understanding	L2	Lecture	3
	Industrial health and safety- Industrial legislations.	Understanding	L2	Lecture	2
<b>TOTAL HOURS</b>					45

Note:

Teaching Type	Level	Method
Memory level	L1	Drill, Review and Revision and Asking the question
Understanding level	L2	Lecture method, lecture demonstration method, discussion method, inductive and deductive, exemplification and explanation methods
Reflection level	L3	Problem solving method, investigating projects, Heuristic method, Experimental method, Inquiry oriented method, analytic method