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Employment Relations

Unit

Contents

Sessions

1

Conceptual Framework of ER:

Concept, Philosophy, Approaches of ER - The Dunlop's Approach , The Social Action Approach, The Human Relations Approach, The Gandhian Approach, Evaluation of ER

Constitutional & Legal Framework of Industrial Relations.

2

Industrial Relations Laws:

2.1 The Industrial Disputes Act 1947: Sections # 2 to 19 Provisions under Chapter V, VA, VC and Chapter VI, VII.

2.2 Industrial Employment (Standing Orders) Act 1946: Section # 2,3,5,6,7,9,10,11, 12,13,14

2.3 The Contract Labour (Regulation and Abolition) Act 1970 Section # 2 and all Provisions under Chapter III,IV,V,VI, and VII.

3

Trade Union Act 1926 : Section # 2, Chapter II, III and chapter V, The Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act 71, Section # 3 and the Provisions under Chapter II, III, IV, V, VI, VII, VIII, X.

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Employee Relations Initiatives:

4.1 Worker's Participation in Management, Concept, Evolution, Implementation, Challenges.

4.2 Collective Bargaining, Concept, Evolution and Implementation. Study of best Practices in IR: The Students and Faculty to Identify Organizations in the area and Study their IR Practices.

Trends in Employment Relations:

5.1 Strategic Employee Relations – Emerging Trends

5.2 Cultural Aspects of Employee Relations

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