

VICTORIA UNIVERSITY OF BANGLADESH

DEPARTMENT OF BUSINESS ADMINISTRATION

COURSE PROFILE

MASTER OF BUSINESS ADMINISTRATION

COURSE TITLE: INDUSTRIAL RELATIONS

COURSE CODE: HRM 722

Description:

The course is an introduction to labour relations and a basis for more specialized study. The course presents a critical analysis of labour-management relations in the workplace, its institutional and legal framework, and the organization and objectives of unions and management. The course should interest trade unionists and managers wanting to develop analytical skills relevant to and necessary for a career in labour relations, and those wanting to better understand and participate in the labour relations of their own workplace.

Course Objectives:

The fundamental concern of Industrial Relations as a field of study is with investigating the nature of the relationship that exists between an employer and his or her employees – or the employment relationship, as it is generally known. The main aim of this course is to introduce students to the theories, institutions and practices of Industrial Relations. The module examines the role and objectives of the main actors in the employment relations – employers, employees and trade unions and the government, and their interactions in collective bargaining, employee involvement/participation, conflict resolution and expression and the termination of the employment relationship

Text Books:

McQuarrie, Fiona A. E. (2015). *Industrial Relations*

COURSE OUTLINES

Class	Topics
1 st Class	Industrial Relations: Concept, Definition, Significance, Objectives, Scope, Approaches
2 nd Class	Principles of good industrial relations, Role of State, Employers and the Unions in industrial relation.
3 rd Class	Trade Unionism and Industrial Relations: Labour movement, Concepts, Trade union movement
4 th Class	Development of trade unionism in Bangladesh, Functions and problems of trade unions, International Labour Movement, International Confederation of Free Trade Unions (ICFTU), World Federation of Trade Unions (WFTC), International Labour Organisations (ILO), Origin, history, objectives and functions.
5 th Class	Industrial Disputes: Meaning, Causes, Forms, Industrial relations machinery, Joint consultation, Works committee,
6 th Class	Conciliations, Court of Enquiry, Voluntary arbitration, Adjudication.
Mid-term Examination	
7 th Class	Employee Discipline: Definition, Causes of indiscipline, Code of discipline, Disciplinary procedure, Code of conduct.
8 th Class	Grievance Handling: Meaning of grievances, Causes of grievances, Guidelines for grievance handling, Grievances redressal procedures.
9 th Class	Worker's Participation in Management: Meaning, Significance, Forms, Collective Bargaining: Meaning, Significance, Principles, Process, Training methods, Evaluation of training and retraining.
10 th Class	Wage Administration and Industrial Relations: Wage policy, Objectives, Wage regulation machinery, Wage Board: Growth and development, Composition and functions, Evaluation of wage bonds.
11 th Class	Employee Communication: Meaning, Significance, Types, Barriers, Methods of overcoming barriers, Principal of effective communication. Employee health, safety and security: Meaning, Significance, Programmes.
12 th Class	Employee Counseling: Meaning, Significance, Types and Process, Conflict management: Meaning, Types of conflict episode, management of conflict. Quality circle: Meaning, Objectives, Techniques.

COURSE EVALUATION

Particulars	Weight	Marks
Works Sheet <ul style="list-style-type: none"> • Class Attendance • Four Class Tests 	5% 20%	5 5X4= 20
Assignment and Presentation	10%	10
Mid-term Test	25%	25
Final Examination	40%	40
Grand Total	100%	100

Grading System

Marks Obtained (out of 100)	Letter Grade		Grade Point (4 point scale)
80% and above	A+	(A plus)	4.00
75% to less than 80%	A	(A regular)	3.75
70% to less than 75%	A-	(A minus)	3.5
65% to less than 70%	B+	(B plus)	3.25
60% to less than 65%	B	(B regular)	3.00
55% to less than 60%	B-	(B minus)	2.75
50% to less than 55%	C+	(C plus)	2.50
45% to less than 50%	C	(C regular)	2.25
40% to less than 45%	D	(D regular)	2.00
Less than 40%	F	Fail	0.0

COURSE CONDUCTION

Semester & Class Begin	Fall, 2016 & 15 October, 2016
Course Instructor	Md. Shawan Uddin Assistant Professor Department of Business Administration
Credit Hour/ Week	3 Hours & 3 Hours/Class
Total Lectures	Twelve
Presentation Class	One
Class Test	One
Mid-Term Schedule	26 November – 2 December, 2016
Final Examination	20 January – 26 January, 2016