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Trade Unionism – Theory, Policy – Their Influence on HRM – Objectives and Functions – Structure – Types – Indian Trade Union Movement – Their Strength and Weaknesses.

Unit-II

Labor Relations: Industrial Relations – Industrial Disputes – Causes – Handling and Settling Disputes – Employee Grievances – Steps in Grievance Handling – Causes for Poor Industrial Relations – Remedies.

Unit-III

Collective Bargaining: Concept – Function and Importance – Principles and Forms of Collective Bargaining – Procedure – Conditions for Effective Collective Bargaining – Worker's Participation in Management – Role and Methods of Worker's Participation.

Unit-IV

Working Conditions: Factories Act, 1948 – The Workman’s Compensation Act, 1923 – The Employee’s State Insurance Act, 1948 – The Employee’s Provident Funds and Miscellaneous Provisions Act, 1952.

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