



PAPER - 304 NEGOTIATION AND UNION MANAGEMENT RELATIONS

Objective: To Familiarize the learners with the dynamics of Collective bargaining in the Industrial relations environment in the country and to impart them relevant skills in effective negotiations so as to help in managing unions effectively.

UNIT - I

Introduction- The Historical Evolution of the Indian Union-Management Relations System. Trade Unions and Employers Associations: Type, Structure, Functions and roles, Problems of Unions. Recognition of Unions, Unions and Politics, Comparative study of Unions in Public and Private Sector, Unfair Labour Practices, Workers Education: Concept and Schemes. Collective Bargaining: Concept, significance and approaches.

UNIT - II

Negotiation- Negotiation: concept and its components, Styles of Negotiation, Negotiation Continuum. Issues for Negotiation, Parties Involved in Negotiation, Levels of Negotiation, Choice of Negotiation Agents, Key Negotiating Temperaments, Negotiation Process and Preparation. Assertiveness in negotiation. Importance of Perception in Negotiation. Accommodation for Negotiation. Impacts of Cultural and Gender Differences. Closing Negotiation and Drafting the Agreement, Memorandum of Understanding (MOU), Post-Negotiation Evaluation.

UNIT - III

Negotiation Skills for Effectiveness: Use of Power Principles in Negotiation, Strategies, & Techniques of Negotiation, Role of Behavioral Aspects in Negotiation. Team Negotiation, Principles of Persuasion, Propaganda and Rumours. Rules of Negotiation & Common Mistakes. Break Down of Negotiation: Causes and Consequences. Aggression and Violence: Concept, Nature and Causes. Problems of Negotiation and Challenges in Future.

UNIT - IV

Industrial Democracy and NCL: Industrial Democracy and Participative Management: Concept and Modes, NCL Recommendations 2002 (on Review of Labour laws, Trade Unions and Labour Administrations), Industrial Relation Bill, 1978 (Main Features), Unorganised Sector Workers (Employment and Welfare) Bill-2002 (Main Features), Employment Guarantee Act, 2005 (Main Features)



UNIT - V

ILO and International Industrial Relations: International Labour Organisation (ILO): Introduction, Membership and Organisation, Major Activities, Conventions and Recommendations, Impact of International Labour Standards on Indian Labour Legislation, Difficulties in Adoption of Conventions and Recommendations. Trade Unionism in Global Environment (Issues and Challenges).

Suggested Readings:

- Dr. T. N. Chhabra, Dr. R. K. Suri: Industrial Relations. Dhanpat Rai & Co. (Pvt.) Ltd., Educational and Technical Publishers, 2011.
- Barbara A. Budjac, Corvette Ph.D. Conflict Management: A Practical Guide to Developing Negotiation Strategies. Pearson Education.
- Harry Katz, Thomas Kochan An Introduction to Collective Bargaining & Industrial Relations, McGraw Hill-2004