

Course Code	MB18HR02	Course Name	EMPLOYEE RELATIONS	Course Category		L	T	P	C
						2	0	2	3

Pre-requisite Courses		Co-requisite Courses		Progressive Courses	
Course Offering Department		Data Book / Codes/Standards			

Course Learning Rationale (CLR): *The purpose of learning this course is to:*

CLR-1:	Understand and apply the basic concepts to derive compensation strategy for the organization
CLR-2:	Employ job evaluation techniques to assess the pay package for the employees
CLR-3:	Design the employee benefits based on the economic and social factors for an efficient access of benefits
CLR-4:	Equip the students with legal background of compensation management
CLR-5:	Design the special package for the expatriates and executive compensation

Learning

	1	2	3
	Level of Thinking (Bloom)	Expected Proficiency (%)	Expected Attainment (%)

Program Learning Outcomes (PLO)

1	2	3	4	5	6	7	8
Business Environment & Domain Knowledge (BEDK)	Critical Thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI)	Global Exposure and Cross-cultured understanding (GECCU)	Social Responsiveness and Ethics (SRE)	Effective Communication (EC)	Leadership and Team Work(LT)	PSO - 1	PSO - 2

Course Learning Outcomes (CLO): *At the end of this course, learners will be able to:*

CLO-1:	Analyze various compensation plans and design efficient compensation strategy
CLO-2:	Assess the job roles and evaluate the custom package for the various hierarchy
CLO-3:	Examine the corporate factors for devising effective employee benefits scheme
CLO-4:	Appreciate the concepts of legal framework and make informed decisions for workers and employees
CLO-5:	Design and advise executive compensation plan and devise compensation package for expatriates

Duration (hour)		12	12	12	12	12
S-1	SL O-1	Introduction to Employee relations	The roles of the Manager and the Employee Relations Specialist –	Employee Recognition Programs	Encourage Effective Communications –	Developing Effective Communication
	SL O-2					
S-2	SL O-1	Discipline and Disciplinary Action	Characteristics of Employee Discipline –	Objectives of Discipline	Types of Discipline and Disciplinary Action	Establishing a Disciplinary Action Procedure, disciplinary system
	SL O-2					
S-3	SL O-1	Employee Grievances	Characteristics – Techniques of Grievance	Grievance Procedure	Statutory Provisions Concerning	Redressal Procedure in India
	SL O-2					
S-4		Case study discussion	Methods Effective Communications	Short term Benefits	Claims	Quantitative tools for Executive compensation

	SL O-2					
S-5	SL O-1	Case study discussion	Industrial Disputes	Characteristics of Industrial Disputes –	Causes of Industrial disputes	types and outcomes of disputes
	SL O-2					
S-6	SL O-1	Settlement of Disputes	Collective Bargaining,	Process of Conciliation, Arbitration	Need of Adjudication	Case study discussion
	SL O-2					
S-7	SL O-1	Trade Unions	Reasons for Trade Union	Factors influencing employee Union	Employee Benefits-Trade union	Trade union-objectives
	SL O-2					
S-8	SL O-1	Case study discussion	Trade union Act	Employee welfare	Trade union functions	Approaches to Trade union
	SL O-2					
S-9	SL O-1	Payment of Gratuity Act, 1972	Introduction	Case study Discussion	Benefits under Gratuity Act	Legal framework
	SL O-2					
S-10	SL O-1	Pay Benefits career	Analysis of compensation structures	Employee services	Calculation of PF	Case study discussion
	SL O-2					
S-11	SL O-1	ESI Act 1948	Introduction to Employees State Insurance act	Role and its Benefits	Eligibility for ESI	Case study discussion
	SL O-2					
S-12	SL O-1	International Labour Organization	Objectives	Procedure for admission as a member	Structure of the ILO	Benefits of ILO
	SL O-2					

Learning Resources	1. P.N.Singh, Neeraj kumar, Employee Relations Management, Pearson Education India, 2011 2. Michael Salamon, Industrial Relations, Prentice Hall, 2000 3. Sharon Pande, Swapnalekha Basak, Human Resource Management : Text and Cases , Vikas Publishing House
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		Learning Assessment											
	Bloom's Level of Thinking	Continuous Learning Assessment (50% weightage)										Final Examination (50% weightage)	
		CLA -1 (5marks)		CLA -2 (5marks)		CLA-3 (10marks)		CLA -4 (15marks)		CLA -5(15marks)		Marks -100 which will be weighted at 50%	
		Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice			Theory	Practice
Level 1	Remember												
	Understand												
Level 2	Apply												
	Analyze												
Level 3	Evaluate												
	Create												
	Total	100 %		100 %		100 %		100 %		100%		100 %	

CLA – 1-5: can be from any combination of these: Class Participation, Surprise Test, Cycle test, Model Examination, Mini-Projects etc.,

Course Designers		
Experts from Industry	Experts from Higher Technical Institutions	Internal Experts
		<i>Ms.p poonguzhali</i>