

**STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI**  
**COURSE PLAN**  
**June - November 2024**

**Department** : MA HRM  
**Name/s of the Faculty** : Dr.P.VIJAYALAKSHMI  
**Course Title** : EMPLOYEE WELFARE AND INDUSTRIAL RELATIONS  
**Course Code** : 23HR/PC/EW34  
**Shift** : II

**COURSE OUTCOMES (COs)**

<b>COs</b>	<b>Description</b>	<b>CL</b>
<b>CO1</b>	Gain knowledge about employee's behaviour and challenges in their relationship.	K1
<b>CO2</b>	Identify employee's personal goals and their contribution as a productive employee to an organization.	K2
<b>CO3</b>	Formulate a skill for effective usage of social media platforms and ethical workplace communication.	K3
<b>CO4</b>	Construct and plan an employee engagement programme.	K4
<b>CO5</b>	Develop an understanding of the different laws of employment and labour relations.	K5, K6

<b>Week</b>	<b>Unit No.</b>	<b>Content</b>	<b>Cognitive Level</b>	<b>Teaching Hours</b>	<b>COs</b>	<b>Teaching Learning Methodology</b>	<b>Assessment Methods</b>
Jun 19 – 26, 2024 (Day Order 1 - 6)	1	Employee Relations – Concepts, Definitions and Needs Approaches: The Systems Model, The Pluralist Approach, Marxist Approach.	K1- K3  K1- K3	1  4	CO1-5	Lectures and discussion	Class Assessment I
Jun 27 – July 4, 2024 (Day Order 1 - 6)	1	Employment as a Psychological Contract  Employee Burnout – Causes, Symptoms and Treatment	K1-K4  K1-K6	2  4	CO1-5	PPT Presentation and discussion	Class Assessment I
July 5 – 12, 2024 (Day Order 1 - 6)	2	Employee Welfare- Meaning, Objectives  Types of Employee Welfare - Statutory and Non-Statutory Welfare Measures	K1- K3  K2-K6	2  3	CO1-5	Case Analysis	Class Assessment I
July 15 – 23, 2024 (Day Order 1 - 6)	2	Labour Welfare Theories	K3-K6	5	CO1-5	Lectures and discussion	Class Assessment I
July 24 – 31, 2024 (Day Order 1 - 6)	3	Industrial Relations: Meaning, Objectives Industrial Disputes: Forms of Disputes and Settlement Machineries – Works Committee, Conciliation, Adjudication, Voluntary Arbitration	K1- K3  K2-K6	1  4	CO1-5	Group Discussion	Class Assessment I

Aug 1 – 5, 2024 (Day Order 1 - 3)	3	Role of ILO in Industrial Relations	K1-K4	3	CO1-5	Lectures and discussion	Class Assessment I
Aug 6 – 10, 2024	<b>C.A. Test - I</b>						
Aug 12 – 14, 2024 (Day Order 4-6)	3	Trade Union: Purpose and Functions, Policies, Recognition and Registration, Affiliation, Membership	K1-K6	2	CO1-5	Lectures and discussion	Class Assessment II
Aug 16 – 23, 2024 (Day Order 1-6)	4	Collective Bargaining – Meaning, Types, Process and Importance	K1- K6	5	CO1-5	Group Presentation	Class Assessment II
Aug 27 – Sep 3, 2024 (Day Order 1-6)	4	Suggestions to improve Collective Bargaining	K3-K6	4	CO1-5	Lectures and discussion	Class Assessment II
Sep 4 – 11, 2024 (Day Order 1-6)	4	Negotiations - Types of Negotiations, Problem solving attitude, Negotiation skills	K2-K6	5	CO1-5	Role Playing	Class Assessment II
Sep 12 - 20, 2024 (Day Order 1-6)	4	Exit policy: Voluntary retirements and Golden Handshake	K1-K5	5	CO1-5	Case Analysis	Class Assessment II
Sep 23 - 26, 2024 (Day Order 1-4)	5	Discipline: Causes of Indiscipline, Maintenance of discipline	K1-K5	3	CO1-5	Lectures and discussion	Class Assessment II
Sep 27 – Oct 3, 2024	<b>C.A. Test - II</b>						
Oct 4 – 5, 2024 (Day 5 & 6)	5	Procedure of taking disciplinary action	K1-K5	2	CO1-5	Lectures and discussion	Class Test

Oct 7 - 15, 2024 (Day Order 1 to 6)	5	Domestic Enquiry: Concept and Practice, Principles of Natural Justice Principles of Hot stove rule	K1-K5	5	CO1-5	Lectures and discussion	Class Assignment
Oct 16 - 22, 2024 (Day Order 1 to 6)	5	Grievance handling: - Meaning of Grievance, Sources of grievance, Constitution of Grievance committee, Benefits of Grievance system, Grievance Redressal machinery	K2-K6	5	CO1-5	Company Surveys	Class Activity
Oct 23 - 24, 2024 (Day Order 1 to 2)	<b>REVISION</b>						

Component Number	Topic	Assessment Method	Marks
1	Disciplinary action and Grievance Handling	<b>Interview</b> - Students will conduct interview from various HR experts to understand grievance handling procedures and disciplinary action policies.	20
2	Employee Burn out	<b>Surveys</b> - Students will conduct employee surveys to understand stress and burn outs level in the company.	20
3	Trade Union	<b>Assignment</b> - Students will source details regarding various trade union and their benefits in India.	10