

**DAFFODIL INTERNATIONAL UNIVERSITY**

**COURSE DESCRIPTION FORM**

**FACULTY OF BUSINESS AND ECONOMICS**

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| (1) Course code: MGT 409 |
| (2) Course title : Industrial Relation |
| (3) Number of unit:3 |
| (4) Course type: Core |
| (5) *Prerequisite:*MGT-101 Fundamentals of management MGT-203:Human Resource Management MGT-406: Compensation Management |
| (6) ***Course synopsis*:** The individual workers are economically weak. They cannot bargain with the employers for the protection of their rights and even for subsistence wages. The workers are exposed to certain risks in factories, mines and other establishments. Labor and industrial law provides for industrial harmony in the country. Industrial harmony is indispensable when a country plans to make economic progress. It is true that no nation can hope to survive in the modern technological age unless it is wedded to industrial development and technological advantage. So after completing this Course the student will learn the vital issues of Labor –management relationship such as, trade union, industrial conflict, collective Bargaining, wage ,and health & safety , participation of workers,  |
|  (7) ***List of possible experiments***: NIL  |
| (8**)Teaching-learning and assessment strategy****Lecture** *: 3 hours per week (3 units)****Teaching*** *– learning*: Lectures, tutorials, case studies, group discussion and presentation, and problem solving.***Assessment strategy***: Students will be assessed by coursework during the semester and at the end of the semester final examination. Coursework involves quizzes, individual assignment, group project and report presentation, and case studies. |
| (9) ***First time course offered:2010*** |

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| **Course Outcome (CO)** | **PO 1** | **PO 2** | **PO 3** | **PO 4** | **PO 5** | **PO 6** | **PO 7** | **PO 8** | **PO 9** | **PO 10** | **PO 11** | **PO 12** | **Domain and Taxanomy Level** | **Delivery Mode** | **Possible Assessment** |
| **KK** | **CTPS** | **CS** | **LL KK** | **CTPS LS**  | **EM** | **LL** | **LS TS** | **EM** | **KK** | **EM** | **CTPS** |
| **CO1:**Ability to **describe** and **discuss** the concepts, and issues that are of particular significance to the entrepreneur as well as manager | - | - | 2 | - | 3 | - | - | - | - | - | - | - | **Cognitive:**C1 KnowledgeC2 Understanding**Affective:**A2 Responding to phenomena | Lecture; tutorial; discussion and questioning | Exam and quiz |
| **CO2:**Ability to **analyze** and **interpret** information for the development of the firm’s industrial plan and strategies. | - | - | - | - | 3 | - | - | 2 | 2 | - | - | - | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 Analysis**Affective:**A2 Responding to phenomena | Lecture; tutorial; discussion and questioning | Exam and quiz,presentation |
| **CO3:**Ability to **analyze** the requirements of firms and **apply** the various industrial relation tools for to **solve** problem and make decision.  | - | - | - | - | - | - | 2 | - | - | - | - | - | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 Analysis**Affective:**A5 Internalizing Values | Lecture; tutorial; discussion and questioning | Exam and quiz; project report & presentation |
| **CO4:**Ability to **evaluate** firms’ decisions in industrial relation development and **explain** about distress and to **develop** human resource management plan for individuals labor, employee and businesses. | - | - | 4 | - | 3 | - | - | - | 2 | - | - | - | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 AnalysisC5 SynthesisC6 Evaluation**Affective:**A3 Valuing  | Lecture; tutorial; discussion and questioning; supplemental reading | Exam and quiz |
| **Average** | **-** | **-** | **3** | **-** | **3** | **-** | **2** | **2** | **2** | **-** | **-** | **-** |  |  |  |
| 1  | slightly |  2 Moderate | 3 substantively |  |  |  |  |  |  | Assignment |

**(10) Course Outcome Matrix** ***Note: Courseoutcomes –(CO) are level of competencies that we expect our students achieve from this subject.***  |

**(11) Teaching*PlanGuide***

| **StudyWeek** | **Course Contents** | **Delivery Mode** | **Level of****Complexity** | **Psbl.****Asmt** |
| --- | --- | --- | --- | --- |
| **1** | Nature of Industrial Relation, Model Of industrial relation, importance of industrial relation, forces of Industrial relation | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 Understanding**Affective:**A2 Responding to phenomena | (a)(e) |
| **2** | Trade union, function of trade union, Characteristics of trade union, role of trade union, how union leadership can be developed, Objectives of trade union. | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 Understanding**Affective:**A2 Responding to phenomena | (a)(e) |
| **3** | Conflict, kinds of conflict, impact of conflict, parties involve in conflict management, how to manage conflict, nature of industrial conflict in Bangladesh | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 Understanding**Affective:**A2 Responding to phenomena | (a)(e) |
| **4** | Definition, essential features, conditions, advantages of collective bargaining, Process of collective bargaining | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 Analysis**Affective:**A2 Responding to phenomena | (a)(c)(e) |
| **5** | Definition, sources, causes, procedure, principles, steps, machinery for handling grievance | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 Analysis**Affective:**A2 Responding to phenomena | (a)(c)(e) |
| **6** | **MID SEMESTER BREAK** |
| **7** | Wage, importance of wage, formulator of wage employees attitude towards wage, causes of dissatisfaction, problems of wage, solution of the problem | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 Analysis**Affective:**A2 Responding to phenomena | (a)(e) (d) |
| **8** | Welfare, objectives, classification, types, nature of welfare activities in Bangladesh, problems, role of parties | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 Analysis**Affective:**A2 Responding to phenomena | (a)(e) (f) |
| **9** | Definition, role of unions, programs forparticipation, process,role of management. | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 Analysis**Affective:**A3 Valuing | (a)(e) |
| **10** | Meaning, nature, functions, problems, benefit, way to increase, forms of industrial democracy. | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 Analysis**Affective:**A3 Valuing | (a)(e) |
| **11** | History of ILO, objectives, functions, structure of ILO, Functions of the member countries, policies of ILO, impact of ILO in Bangladesh | Lecture; tutorial; discussion and questioning | **Cognitive:**C1 KnowledgeC2 Understanding**Affective:**A3 Valuing | (a)(e) (J) |
| **12** | Labor law of Bangladesh:Working hour,leave rules,safety issues,termination rules,Punishment | Lecture; tutorial; discussion and questioning; supplemental reading | **Cognitive:**C1 KnowledgeC2 UnderstandingC3 ApplicationC4 AnalysisC5 SynthesisC6 Evaluation**Affective:**A3 Valuing | (a)(e) ( J) |
| ***13*** | **REVISION WEEK** |
| ***14-15*** | **FINAL EXAMINATION** |

**NOTE 1: POSSIBLE ASSESSMENT (Assessment mode can vary from semester to semester based on suitability)**

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| **Code** | **Description** |
| **a** | Examinations and/or tests |
| **b** | Laboratory experiment, test, report and oral presentation |
| **c** | Design project, report (and oral presentation) |
| **d** | Graduation project, dissertation and oral presentation |
| **e** | Quiz  |
| **f** | Assignment |
| **g** | Computer simulation |
| **h** | Prototype development |
| **i** | Class attendance |
| **j** | Industrial training report, oral presentation and DIU’s and host company supervisors evaluations |

***PROBLEM-BASED LEARNING (PBL) PROJECTS – WHERE RELEVANT***

|  |  |
| --- | --- |
| **Bil.** | **Project** |
| NIL | NIL |

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|  (12) *Evaluation contribution****:*** 1. Examination: **%**
* *Final Examination* = 40%
* *Mid Term Test* =25%

 1. Course work: **%**
* Assignment (s) = 5%
* *Group project report & presentation* = 8 %
* *Attendance &Class participation = 7%*
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|  (13) *Teaching staff during the first time* *course offered:* 1.Nujhat Anjum Ani |
|  (14) ***Number of students*** *30* |
|  (15) ***List of text books and references:***Text books: Industrial Relations, Trade Unions and Labor Legislation by [P.R.N. Sinha](https://www.amazon.in/s/ref%3Ddp_byline_sr_book_1?ie=UTF8&field-author=P.R.N.+Sinha&search-alias=stripbooks) (Author),‎ [Sinha Indu Bala](https://www.amazon.in/s/ref%3Ddp_byline_sr_book_2?ie=UTF8&field-author=Sinha+Indu+Bala&search-alias=stripbooks) (Author),‎ [Shekhar Seema Priyadarshini](https://www.amazon.in/s/ref%3Ddp_byline_sr_book_3?ie=UTF8&field-author=Shekhar+Seema+Priyadarshini&search-alias=stripbooks) (Author) ,June 2017 Reference books : 1. Organizational Citizenship Behavior and Emotional Intelligence Paperback – Jan 2016 by [Maini Jiwan Jyoti](https://www.amazon.in/s/ref%3Ddp_byline_sr_book_1?ie=UTF8&field-author=Maini+Jiwan+Jyoti&search-alias=stripbooks) (Author)  2. Industrial Relations and Labor Laws Paperback – Jul 2017 by [Piyali Ghosh](https://www.amazon.in/Piyali-Ghosh/e/B074W73LDK/ref%3Ddp_byline_cont_book_1) (Author),‎ [Shefali Nandan](https://www.amazon.in/s/ref%3Ddp_byline_sr_book_2?ie=UTF8&field-author=Shefali+Nandan&search-alias=stripbooks) (Author)  |
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| 17) *Signatures & approvals*

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| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Course Leader)Name:Date: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Chairman of Dept.)Name:Date: 10/6/2010Official Chop: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Dean)Name:Date:Official Chop: |

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**NOTE2: PROGRAM OUTCOMES (PO)**

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| **Program****Outcome Code**  | **Description** |
|  | **PROGRAM OUTCOMES of FBE DIU** |
| **PO 01** | Ability to apply knowledge of basic business concepts and principles. |
| **PO 02** | In-depth technical competency in a specific business discipline |
| **PO 03** | In-depth understanding of entrepreneurship, the process of innovation, and the need for sustainable development |
| **PO 04** | Ability to communicate and use ICT effectively |
| **PO 05** | Ability to use techniques, skills, and modern business tools necessary for business practice so as to be easily adaptable to corporate and industry needs |
| **PO 06** | Ability to identify problems, create solutions, innovate and improve current designs and practices |
| **PO 07** | Understanding of professional and ethical responsibilities and commitment to the community |
| **PO 08** | Recognition of the need for, and ability to engage in, life-long learning. In other words, the graduates can adapt to new situations and demands by applying and/or updating knowledge and skills |
| **PO 09** | Ability to function effectively in teams in ways that contribute to effective working relationships and the achievement of goals both as a leader as well as an effective team player |
| **PO 10** | Ability to have an international perspective on social, cultural and global responsibilities |
| **PO 11** | Ability to appreciate the art of living through development and applications of personal judgment |

**NOTE3: DELIVERY MODE**

Lecture; Problem solving; Laboratory experiments; Questioning; Supplemental reading; Study session; Virtual laboratory experiment; Computer simulation; Project; Photograph; Tour; Presentation; Seminar from industry expert; Report; Tutorial.

**NOTE 4: LEVEL OF COMPLEXITY**

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| **Cognitive Domain** |
| **C1** | **Knowledge** | Arrange, define, duplicate, label, list, memorize, name, order, recognize, relate, recall, repeat or/and reproduce state |
| **C2** | **Comprehension** | Classify, describe, discuss, explain, express, identify, indicate, locate, recognize, report, restate, review, select or/and translate |
| **C3** | **Application** | Apply, choose, demonstrate, dramatize, employ, illustrate, interpret, operate, practice, schedule, sketch, solve, use or/and write |
| **C4** | **Analysis** | Analyze, calculate, categorize, compare, contrast, criticize, differentiate, discriminate, distinguish, examine, experiment, question or/and test, derive. |
| **C5** | **Synthesis** | Arrange, assemble, collect, compose, construct, create, design, develop, formulate, manage, organize, plan, prepare, propose, set up or/and write |
| **C6** | **Evaluation** | Appraise, argue, assess, attach, choose compare, defend estimate, judge, predict, rate, core, select, support, value or/and evaluate |
| **Psychomotor Domain** |
| **P1** | **Perception** | Detect, describe, differentiate, isolate, distinguish, choose, select, relate, identify  |
| **P2** | **Set** | Begin, proceed, explain, move, react, state, show, display, volunteering |
| **P3** | **Guided Response** | Copy, trace, react, respond, reproduce, follow |
| **P4** | **Mechanism** | Assemble, measure, mix, calibrate, dismantle, display, construct, grind, manipulate, mend, fix, heat, sketch, organize  |
| **P5** | **Complex Overt Response** | Assemble, calibrate, construct, build, display, dismantle, mend, fix, measure, manipulate, sketch, mix, organize |
| **P6** | **Adaptation** | Alter, adapt, vary, change, rearrange, reorganize, revise  |
| **P7** | **Origination** | Arrange, originate, create, build, construct, design, compose, combine, initiate. |
| **Affective Domain** |
| **A1** | **Receiving Phenomena** | Describe, follow, name,select, reply, use |
| **A2** | **Responding to Phenomena** | Read, answer, discuss, perform, practice, recite |
| **A3** | **Valuing** | Justify, differentiate, study, explain, demonstrate, initiate |
| **A4** | **Organizing Values** | Organize, identify, formulate, integrate, arrange, synthesize |
| **A5** | **Internalizing Values** | Solve, modify, discriminate, practice, propose, revises |

**NOTE 5: VERBS USED IN TEACHING PLAN**

DEFINE; REPEAT; REMEMBER; DESCRIBE; EXPLAIN; DISCUSS; RELATE; ILUSTRATE; ANALYZE; DERIVE; APPLY; COMPARE; SOLVE; CALCULATE; IDENTIFY; PERFORM; DESIGN; PROPOSE; PRODUCE; EVALUATE; JUSTIFY.

**NOTE 7: ELEMENTS OF HUMAN SKILLS**

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| **CS** | *Communication skills* | CS1 | *The ability to communicate ideas clearly, effectively and with full confidence, orally and in writing.* |
| CS2 | *Ability to practice active listening skills and provide feedback* |
| CS3 | *Ability to make presentations clearly full of confidence and level appropriate to the listeners.* |
| CS4 | *The ability to use technology in the simulation* |
| CS5 | *Ability to make presentations clearly full of confidence and level appropriate to the listeners.* |
| CS6 | *Ability to negotiate and reach agreement* |
| CS7 | *Ability to develop individual communication skills* |
| CS8 | *Ability using non-verbal skills* |
| **CTPS** | *Critical thinking and problem-solving skills* | CTPS1 | *The ability to identify and analyze problems in complex and ambiguous situations, and make an assessment justification* |
| CTPS2 | *The ability to expand and improve thinking skills such as explaining, analyzing and evaluating discussion* |
| CTPS3 | *Ability find ideas and find alternative solutions.* |
| CTPS4 | *The ability to think beyond limits* |
| CTPS5 | *The ability to make decisions based on evidence of strong* |
| CTPS6 | *Ability to survive and give full attention to the responsibilities given* |
| CTPS7 | *Ability to understand and adapt to the cultural community and the new work environment* |
| **TS** | *Teamwork skills* | TS1 | *Ability to build relationships, interact with others and work effectively with them to achieve the same objectives.* |
| TS2 | *Ability to understand and change the role of exchange between the group leader and group members* |
| TS3 | *Ability to recognize and respect the attitudes, behaviors and beliefs of others.* |
| TS4 | *Ability to contribute to planning and coordinating business group results* |
| TS5 | *Responsible for group decision* |
| **LL** | *Life-long learning and management information* | LL1 | *Ability to find and manage relevant information from various sources.* |
| LL2 | *Ability to receive new ideas and capacity for autonomous learning.* |
| LL3 | *Ability to develop minds want to know and thirst of knowledge* |
| **ES** | *Entrepreneurship skills* | ES1 | *Ability to identify business opportunities.* |
| ES2 | *Ability to formulate business plan* |
| ES3 | *Ability to develop, explore and seize business opportunities and employment* |
| ES4 | *Ability to self-employed* |
| **EM** | *Moral and ethical professional* | EM1 | Ability to understand the effects of economic, environmental and socio-cultural practices in the professional. |
| EM2 | *Ability to analyze and make decisions in solving problems related to ethics.* |
| EM3 | *Ability to practice ethical attitudes, as well as a sense of responsibility towards society* |
| **LS** | *Leadership skills* | LS1 | Basic theoretical knowledge about leadership |
| LS2 | *Ability to lead project* |
| LS3 | *The ability to understand and change the role of exchange between the team leader and team member.* |
| LS4 | *Ability to supervise team members* |

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| **Industrial Attachments:** |
| There will be an industry tour where the students will directly visit the factory plants and can be able to communicate with the workers to develop a real life assessment about the actual wage problems, workers democracy, workers participation and the actual implementation of labor law regarding benefits and safety of the workers. |