



Bharati College
 (University of Delhi)
 Janak Puri, Delhi- 100058
www.bharaticollege.du.ac.in



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Lesson Plan (SEC CORE, Semester VI, Jan July to April November 2023 2022)

Name of Teacher	Ms. Chitrangda	Department	Commerce
Course	B.Com (CBCS)	Semester	VI
Paper	Collective Bargaining and Negotiation Skills (SEC) 52413603	Academic Year	2022-2023
Learning Objectives			
To promote understanding of the concept and theories of collective bargaining and also to provide exposure to the required skills in negotiating a contract.			
Learning Outcomes			
After completing the course, the student shall be able to:			
<ul style="list-style-type: none"> identify issues in collective bargaining, its significance. understand the levels, coverage and agreements of collective bargaining. enable to liaison in negotiations. differentiate between negotiations, collective bargaining and use of its approaches. administer the negotiation agreement and handle grievance management. 			
Lesson Plan			
Week No.	Theme/Curriculum	Any Additional Information	

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1-2	<ul style="list-style-type: none"> • <u>Meaning, Characteristics of Collective Bargaining, Critical issues in Collective Bargaining, Theories of Collective Bargaining: Hicks Analysis of Wage setting under Collective Bargaining, Conflict- choice Model of Negotiation, Behavioral theory of Labour Negotiation</u> 	<ul style="list-style-type: none"> • <u>Test</u> • <u>Presentation</u>
3-5	<p><u>Pre-requisites for successful Collective Bargaining in any country (mainly Freedom of Association, strong and stable Trade Unions, Recognition of Trade Unions, No unfair Labour Practices or Victimization),</u> <u>Collective Bargaining in Practice-</u> <u>Case Study:</u> a) <u>Collective Bargaining in Indian Railways</u> b) <u>Informal Workers and Collective Bargaining: experiences of the self- employed Women's Association, Collective Bargaining initiatives of SEWA bidi workers, study by WIEGO, Dec. 2012.</u></p> <ul style="list-style-type: none"> • <u>Levels of Bargaining, Coverage and Duration of Agreements, Difficulties in the Bargaining Process and Administration of Agreements</u> 	<ul style="list-style-type: none"> • <u>Test</u> • <u>Assignment</u> • <u>Case studies</u>
6-8	<p><u>Meaning of negotiations ,Pre-negotiation, Preparing the Charter of Demands (COD) , Creating the Bargaining Team, Submission of COD, Costing of labour contracts</u></p>	<ul style="list-style-type: none"> • <u>Test</u>
9-12	<p><u>Negotiation Process (stages of Negotiation, concept of BATNA), Effective Negotiation, Preparing for Negotiation, Negotiating Integrative Agreements, Negotiation and Collective Bargaining, Approaches and Phases in Collective Bargaining, Coalition Bargaining and Fractional Bargaining, Impasse Resolution , Contract Ratification.</u></p>	<ul style="list-style-type: none"> • <u>Test</u> • <u>Presentation</u> • <u>Assignment</u>

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13-15	<p><u>Post Negotiation- Administration of the Agreement, Grievance Management [Indian Labour Conference 1958 (model procedure)], Binding up the wounds, Collective Bargaining and the emerging scenario</u> <u>Case Studies:</u></p> <p>(a) Honda Motorcycle and Scooters India Ltd. (HMSI, Gurgaon Plant) (b) Maruti Suzuki India Ltd. (MSIL, Manesar)</p>	<ul style="list-style-type: none"> • Presentation • Case studies
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<p>References</p> <ul style="list-style-type: none"> • Venkataratnam, C. S. (2017). Industrial Relations: Text and Cases. Delhi: Oxford University Press. • Salamon, Michael. (2001). Industrial Relations—Theory & Practice. London: Prentice Hall. • Dubey,S., Jain,P. (2017) Collective Bargaining and negotiation Skills. Bookage Publications.

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Additional Resources

<ol style="list-style-type: none"> 1. Dwivedi, R.S. (2002). Managing Human Resources: Industrial Relations in Indian Enterprises. New Delhi: Galgotia Publishing Company. 2. Edwards, P. (2009). Industrial Relations: Theory and Practice in Britain. U.K: Blackwell Publishing. 3. Anand,K.B.,Paswan, A.K., (2017), Collective Bargaining and negotiation Skills.Galgotia Publishing Company

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Online Resources (If Any)	
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Assignment and Class Test Schedule for Semester	<p>Link the assignment and Test (optional)</p>
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