

Contents

Unit 1 : Industrial Sociology - An Introduction

Chapter 1 : Nature and Scope of Industrial Sociology

What is Sociology?	4
Subject Matter of Sociology	6
Scope of Sociology	7
Nature of Sociology	8
Branches of Sociology	10
Introduction of Industrial Sociology	12
Importance of Industrial Sociology	14
Scope of Industrial Sociology	15
Industrial Sociology and Other Social Sciences	16
Social Aspects of Industrial Organizations	19
Founders of Industrial Sociology	20

Unit 2 : Rise and Development of Industry

Chapter 2 : Development of Industry

Early Development of Industry	34
Productive Systems	36
Industrial Revolution	39
Causes of Industrial Revolution	41
Industrialization	43
Features of Industrialization	44

Causes of Industrialization	46
Consequences of Industrialization	48

Unit 3 : Industrialization in India and Industrial Policy Resolutions

Chapter 3 : Industrialization in India

Industrial Development in India	56
Patterns of Industrial Development in India After Independence	57
Industrial Policy of India	60
Industrial Policy Resolution of 1948	61
Industrial Policy Resolution of 1956	62
Industrial Licensing Policy	67
New Industrial Policy, 1991	69
Industrial Labour in India	73

Unit 4 : Contemporary Issues in Industrial Sociology

Chapter 4 : Grievances and Grievance Handling Procedure

Introduction	80
Nature of Grievance	81
Forms of Grievances	82
Causes of Grievance	82
Legal Framework of Grievance Handling	84
Formal Grievance Procedure	85
Model Grievance Procedure	86
Approaches to Handling Grievances	88

Chapter 5 : Discipline and Management of Discipline

Indiscipline	95
Causes of Indiscipline	95
Approaches to Dealing with Indiscipline	96
Domestic Enquiries	101
Punishment	101
Code of Discipline in Industry	106

Unit 5 : Industrial Disputes

Chapter 6 : Nature and Causes of Industrial Disputes

Industrial Disputes	116
Causes of Industrial Disputes	119
Factors Leading to Industrial Disputes in India	122
Effects of Industrial Disputes	126

Chapter 7 : Strikes and Lock-outs

Strike	134
Causes of Strikes	135
Types of Strikes	137
Lock-outs	137
Gherao	138
Effects of Strikes and Lock-outs	138
Role of the Industrial Disputes Act, 1947 in regulating Strikes and Lock-outs	139
- Illegal strikes and lock-outs	140
- Prohibition of strikes and lock-outs in Public Utility Services	140

- General prohibition of strikes and lock-outs	141
Penalties for Illegal Strikes and Lock-outs	143
Wages in Strike and Lock-out Period	145

Unit 6 : Machineries to Industrial Sociology

Chapter 8 : Industrial Relations Machinery

Industrial Relations	152
Objectives of Industrial Relations	152
Industrial Relations Machinery	153
Non-Statutory or Preventive Machinery	154
Code of Discipline	155
Tripartite Machinery	155
Collective Bargaining	156
Workers' Participation in Management	159
Statutory or Settlement Machinery	160
Conciliation	161
Adjudication	164
Arbitration	168
Role of Government in Industrial Relations	173

Chapter 9 : Tripartite and Bipartite Machinery

The Tripartite Mechanism	180
Objectives of Tripartite Bodies	182
Types and Levels of Tripartite Agreements	182
Role of ILO in Tripartizm	183
Indian Labour Conference and Standing Committee on Labour	184

Appraisal of Tripartism	186
Bipartite Consultative Machinery	187
Emergence of Bipartite Machinery	187
Works Committees	188
Joint Management Councils	191
Relation between Bipartism and Tripartism	195

Unit 7 : Trade Unionism & Its Legalities

Chapter 10 : Trade Unionism in India

Definition of Trade Union	202
Objectives of Trade Unions	203
Types of Trade Unions	205
Trade Unions in India	206
Growth of Trade Unionism in India	206
Factors Responsible for Growth of Trade Unionism in India	210
Influence of National Politics on Trade Unions	211

Chapter 11 : The Trade Union Act, 1926

Preliminary	217
Registration of Trade Unions	218
Rights and Liabilities of Registered Trade Unions	222
Penalties and Procedures	226

Unit 8 : Industrial Employment

Chapter 12 : The Industrial Employment (Standing Orders) Act, 1946

Introduction	234
Objects and Scope of the Act	234
Contents of the Schedule	235
Procedure of Certification of Standing Orders	235
Appeals	237
Date of operation of Standing Orders	237
Registration of Standing Orders	237
Posting of Standing Orders	237
Duration and Modification of Standing Orders	238
Certifying Officers and Appellate Authorities to have powers of Civil Courts	238
Interpretation, etc. of Standing Orders	239
Model Standing Orders	239