

Management of Industrial Relations and Contract Labour

Objectives

Conducive and harmonious Industrial Relations scenario is vital for the growth of any organization. This program aims at giving an overview of the existing Industrial Relations machinery of the organization, provide inputs on principles of negotiation and on dealing with acts of indiscipline / misconduct and domestic enquiry. Further, this program will also provide insights into the legal framework involving contract labour.

Participant Benefits	Duration
After attending this program, the participant will be able to : <ul style="list-style-type: none">• Understand the Industrial Relations machinery of NTPC.• Learn about the various participative forums / principles of negotiation.• Learn the principles of Natural Justice, CDA rules and technicalities of conducting Domestic Enquiry.• Learn about compliances with respect to Contract Labour.	Duration: 6 sessions At all sites
Course Coverage	Target Audience
Major topics that will be covered during the course : <ul style="list-style-type: none">• IR Machinery : NBC, Union-Management Interface.• Participative forums in NTPC.• Principles of Negotiation.• CDA Rules of NTPC.• Process of Domestic Enquiry.• Compliances with respect to Contract Labour.• Important Supreme Court and High Court Judgements.	Executives in E2 to E8
	Learning Methods
	Lecture and Discussion
	Course Director
	Ekta Das Sr. Manager ektadas@nspcl.co.in