



**GOA INSTITUTE OF MANAGEMENT**  
PORIEM CAMPUS, SANQUELIM, GOA  
0832 - 2366700/10

## MANAGEMENT DEVELOPMENT PROGRAMMES



# Industrial Relations & Collective Bargaining in the VUCA world

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Navigating a VUCA World: The role of IR and collective bargaining

8-10 December 2022 | Offline; In-Campus |  
Executive Certificate from GIM

# Overview

1. Concept of Industrial Relations and its Dynamics: Industrial relations form the core of industrial management. It aims at maintaining and developing employee motivation as well as employee morale. IR is dynamic in nature. The nature of IR can be seen as an outcome of a complex set of transactions among the major players such as the employers, the employees, the trade union, and the state in a given socio-economic context. In a sense, change in the nature of IR has undergone significant changes with change in the socio-economic context of a country.
2. Legal framework & jurisprudence: For the efficient functioning of a working unit, an amicable environment, cooperation between the workers and the employers, reasonable remuneration and proper working condition are the prerequisites. From the laissez-faire to the 'welfare state', the socio-economic conditions have faced drastic changes, not only in India but also across the world. Industrial development in India brought with it certain inhumane as well as unjust aspects of the capitalist production structure. To cope with these problems, certain labour legislations were enacted in India.

## Starts on

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8<sup>th</sup> December 2022

## Duration

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3 Days – 12 Sessions  
10 AM to 5 PM

## Format

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Offline; In-campus



# Overview

The evolution of industrial jurisprudence in India can be traced back to the period of post-Independence. Before independence, industrial jurisprudence existed in a rudimentary form. It was only after the commencement of our constitution, that adequate provisions for social justice for the workers were introduced.

3. Collective bargaining in VUCA world: The last two decades have not produced sufficient skilled IR professionals by the B schools, Industries. This skill of handling people lost its shine because organizations thought of it as redundant. HR has been pushed in an era where employee relations were taught to be maintained electronically and by technology and not by heart. Organizations started treating the working class who is an engine of industrial growth, just resources and not human resources. Organizations are focusing on "Reactive IR "rather "Proactive IR".
4. Negotiation skills & technics in VUCA world: HR professionals and management have to go back to their roots and basic principles of Personnel Management maintain workplace harmony. Management has to accept the challenges of mentoring and coaching their internal unions and workers. Organizations should not ignore the dissatisfaction amongst the employees and strengthen the Grievance Redressal Mechanism. It is time to invest extensively in shop floor executives /supervisors to learn people management skills.

# Who Can Attend?

- Level: Entry/Mid-Management/Top-Management.
- Area Specific –Pan-India
- Sector/Industry Specific –Both Manufacturing and Service sectors

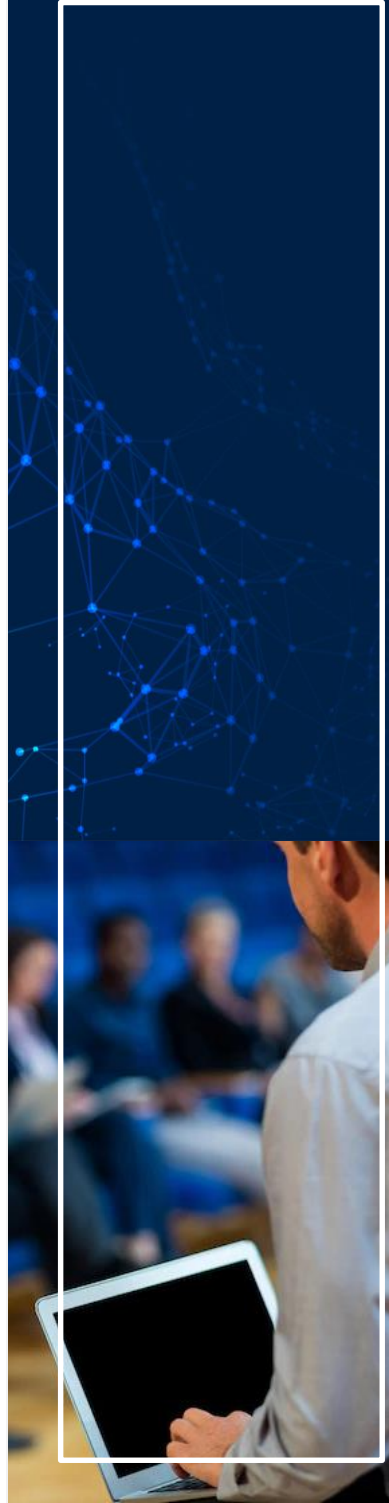


# Highlights/Outcomes

1. To empower participants with legal knowledge of Industrial Relations in the changing world of work
2. To increase awareness of the collective bargaining process in the VUCA context
3. To enhance the negotiation skills of the participants
4. Navigating a VUCA World: The role of IR and collective bargaining

## Pedagogy

- This program is built on the experiential learning method. We will work with a set of conceptual frameworks that will help participants to understand conflict, analyze the negotiation process and statutory provisions applicable in various industries in the present-day VUCA world.
- Learning by doing is the basic principle of this program. Participants will go through simulation and role play exercises and debriefing of each exercise will help them to learn with enjoyment.
- They will have the opportunity to exercise the power of effective communication and persuasion skills and experiment with a variety of negotiation tactics in a legal framework.



# Programme Mentor

## **Dr. Kingshuk Sarkar**

Associate Professor  
Goa Institute of Management  
Mail: [kingshuk@gim.ac.in](mailto:kingshuk@gim.ac.in)



Dr Kingshuk Sarkar is a faculty at the Goa Institute of Management, Goa. Dr Kingshuk Sarkar had worked for Govt. of West Bengal as Labour Administrator for over two decades. He has done a PhD in Economics from the Centre for Economic Studies & Planning at Jawaharlal Nehru University, New Delhi. Earlier he completed a Master in Economics from Kolkata University and MPhil in Economics from Jadavpur University. His areas of interest are plantation economics, labour economics, industrial relation, law and economics, labour administration, informal sector labour etc.

He has worked as a Fellow at the V V Giri National Labour Institute, Noida for three years on deputation. Worked as Assistant Professor in the National Institute of Rural Development, Hyderabad on deputation. Govt. of India, in connection with works related to BPL Census 2011. Worked as guest faculty at the Department of Economics, Jamia Millia Islamia, New Delhi, for two years from August 2007 to July 2009.

He has in his credit a number of publications in reputed journals. Attended and conducted numerous conferences, workshops, and seminars in India and outside. He has carried out important research assignments in India and abroad and has represented India on global forums on a few occasions. He has been a bureaucrat with a strong academic penchant pertaining to the workings of the labour market.

# Course Fees

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Programme Fees: INR 11,999 + 18% GST

The course fee covers 3 days of accommodation on a twin sharing basis, all meals, study material, and training kit. It does not include airport transfers, taxes, recreation etc.

The registration fees can be transferred through NEFT/IMPS. Following are the bank details:

Bank Account Number: **23611450000016**

Beneficiary Name: Goa Institute of Management Bank Name:  
HDFC Bank (Sanquelim Branch) IFSC Code: **HDFC0002361**

Account Type: Savings Account

UPI/Gpay/PayTM



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FOR **REGISTRATIONS**

**MDP OFFICE  
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PORIEM, GOA-403505**

**Mail: [mdpoffice@gim.ac.in](mailto:mdpoffice@gim.ac.in),  
Mobile: 9834161149**

To register click here <https://bit.ly/3R0sZRQ>



## About GIM

Goa Institute of Management was established in the year 1993. It is an autonomous management school situated in Goa and affiliated to AICTE with accreditation by the NBA. This 29-year-old Institution offers a 2-year full-time flagship PGDM program to students. It also provides PGDM-Healthcare Management, PGDM- Big Data Analytics PGDM-Banking, Insurance and Financial Service, and Online MBA (PGDM) courses.

## Executive Learning @ GIM

The Management Development Programme (MDP) at GIM provides an intense and transformative learning experience designed to fit the requirements of seasoned mid-career executives. The program helps equip the participants with critical capabilities to succeed in an ever-changing global business environment.