

# Madras Management Association Presents

**2 Days Online Workshop**

## Working with Unions & Contract Workers

*(For HR & Non-HR professionals)*



**Date :** 6th & 7th July 2023

**Time:** 02:00 pm to 05:30 pm

**Facilitator:**  
Col. Prof. Dr. Paul Prathap Jayaraj

# Brief Overview

A company comprises many departments and functions apart from Human Resources Management. These departments have many professionals with different backgrounds and experiences. **It is not only the HR department which is involved in managing labour but also the other professionals.** Yes, they all deal with operators and contract workers on an ongoing basis. It becomes important for them to know about managing Unions and contract workers as their entire work revolve around them. This knowledge will help them to contribute to the growth of the organisation successfully. This programme is designed to give them a head start when it comes to understanding labour and managing the bottom-of-the-pyramid workforce effectively.

# Session Content

- Understanding trade unionism
- Basics of law
- Collective bargaining
- Unfair labor practices
- Disciplinary actions
- Understanding domestic inquiry
- Worker's participation in management
- Psychological Experiments for understanding contract labor
- Contract workers – checks and balances
- Positive Industrial relations strategy

# Objectives

- Provide participants with good understanding of Trade Unions
- Provide participants with the required understanding and confidence to actively participate in the management of labor at the workplace
- Provide participants with the knowledge to be a change agent for the growth and development of the Company
- Providing practical insights to deal with unions
- Creating better Understanding in the participants to have improved functional relationship

## Learning methodology:

- interesting exercises, group discussions on various scenarios, videos, role plays, Quiz will be used.

# For Whom

This program will be useful for all professionals from different functions like Accounts, Administration, Canteen, Customer care, Design, HR, IT, Internal Audit, Maintenance, Marketing, Manufacturing, New product development, Operations, Production, Purchase, Quality, R&D, Sales, SCM, Security, Stores from all departments, functions, levels, faculty, entrepreneurs, those working in NGO's, Hospitals and consultants.

## Key Takeaways

- To learn about the relevance of functional managers in industrial relations.
- Sensitizing the participants about the people, processes and practices related to IR
- Making the managers more aware of the legal and functional perspectives
- related to TU Functioning
- Making the Functional managers capable to implement contract systems effectively in their respective areas
- Create process ownership in managing Unions and contract workers

# Facilitator Profile

- Col. Prof. Dr. Paul Prathap Jayaraj was awarded Ph.D. for his study on leadership.
- He has deep experience in managing people and resources in a career spanning over twenty-five + years in industry and academia.
- He is a trained counselor and a psychotherapist. He has widely traveled and is in demand as a resource person by various companies, and institutions and as a TV personality and serves on the boards of a number of organizations.
- He brings deep insight from his industry and academic experience to the needs of organizations across industry verticals. He is also a Ph.D. guide for Martin Luther Christian University.
- With his experience in practice, consulting, coaching, counseling, research & training he distills data into knowledge and transforms people naturally.
- Commissioned as a Kentucky Colonel (highest honor of the Commonwealth of Kentucky)
- Recipient of the Local Societies Initiative Award (awarded by Templeton Foundation, Philadelphia)
- Youth Passport (awarded by the Ministry of Tourism, GoI)
- Awarded Ph.D. for his study on Leadership



**Col. Prof. Dr. Paul Prathap Jayaraj**



# About MMA

Madras Management Association (MMA) was established in 1956 with the prime objective of promoting management education, training and development activities in this part of the country. The vision of MMA is “To be the Fountainhead of Worldclass Management Excellence in India”.

Over the past six decades, MMA has striven for development and nurturing management expertise, combining Indian ethos with International Management thoughts and practices. MMA has contributed immensely to the enhancement of management capability in this part of the country and in particular Tamil Nadu and Puducherry. MMA has over 8000 corporate houses, industries, professionals, academics, and executives on its rolls as members. MMA annually organizes about 750 executive development activities, including seminars for top management with a total participation of fifty-nine thousand executives and entrepreneurs.

MMA is the largest affiliate association of the All India Management Association (AIMA) in the country and has been adjudged as the Best Management Association in India by AIMA Thirteen times in a row including the year 2022-23.

The activities of MMA are planned to achieve managerial excellence in the functioning of industries and professional managers in Tamil Nadu and Puducherry. In this direction, MMA chapters have been established at various towns in Tamil Nadu mainly to cater to the needs of SMEs. Nine such MMA Local Chapters at Ambur, Attur, Erode, Hosur, Namakkal, Salem, Sri City, Trichy, and Puducherry are functioning effectively.

Apart from corporate leaders, MMA has, in its Managing Committee, the Vice-Chancellors of Madras University & Anna University, the Directors of IIT Madras, IFMR, and the Chief Secretary, Government of Tamil Nadu, as members.

## Fee :

MMA Membership fee: ₹ 2000/- + 18% GST

## Registration :

We request you to mail the list of participants to [mma@mmachennai.org](mailto:mma@mmachennai.org)

*\*Please await our confirmation and payment advice.*

For more details and clarifications (if any), please feel free to contact :

- **Vinoth** - 6374603433
- **Gp Capt R Venkataraman (Retd)** - 9444700068

Thanks & Regards,

**Gp Capt R Vijayakumar (Retd), VSM**

Executive Director,

Madras Management Association,

New No 240, Pathari Road (Off Anna Salai)

Chennai - 600006



## MMA Social Media :





# MMA Management Center





Thanks for the opportunity and Look forward to hearing from you soon



**Thank  
You!!!**



For any clarification please feel free to contact  
Gp Capt Dr R Venkataraman (Retd),  
GM, MMA on +919444700068  
[gm@mmachennai.org](mailto:gm@mmachennai.org)