

Masters of Business Administration (MBA)-Semester-4 Course Teaching Plan

Course Title: Management of Industrial Relations and Labour Laws (MIR&LL)

Course Code: 340033401

Course Credit: 4

1. Course Introduction :

Management of Industrial Relations and Labor Laws aims to provide understanding of industrial relation, related problems, labor laws and a framework for analysis of such problems. It is inevitable to understand trade unions, collective bargaining and industrial conflict when one works in an industry. The course focuses on the managerial perspectives for industrial relation issues, labor laws and also provide opportunity to generate alternative decision making.

2. Course Objectives:

The students will be asked to

- Understand the nuances of the labour laws and related aspects and its application in the business.
- Understanding the legal implications in Human Resource Management.
- Understand the Industrial relation current issues, legislation, Labour policies and labor reforms so that they can generate alternative decision making

3. Course Learning Outcome:

CLO 1: Demonstrate knowledge about IR, labour welfare and Impact of ILO on labour legislation

CLO 2: Create an expertise in labour welfare practices and administration

CLO 3: Discuss the importance of Industrial Employment Standing Order, Industrial Disputes Act and Trade union Act

CLO 4: Explain the Factories Act, Contract Labour Act and Child Labour Act.

CLO 5: Create an expertise on social security legislations.

CLO 6: Develop an understanding on WPM, discipline, Grievance handling and sexual harassment of woman at workplace.

4. CLO –PO Mapping Matrix

	PO1	PO2	PO3	PO4	PO5
CLO1	3	3	3	3	2
CLO2	3	2	3	3	3

CLO3	3	3	3	3	2
CLO4	3	3	3	3	2
CLO5	3	2	3	2	2
CLO6	3	3	3	3	2

Correlation levels: 3= 'High', 2='Medium', 1='Low' and '-' = No correlation

5. Course Contents and Session Plan:

Session No.	Syllabus Content
	Unit:1 Industrial Relations, Labour Welfare and ILO
1-3	Industrial Relations: Meaning, Definitions, Characteristics, Factors Affecting IR, Approaches to IR, Participation in IR, Objectives of IR and Human Relations, IR and Productivity, Various Dimensions of IR, Evolution of labour legislation
4-6	Labour Welfare: Meaning, Definition, Scope,theories, Principle & Approaches,Statuary & Non-Statuary labour welfare, Intra Mural & Extra Mural,Agencies of labour Welfare like State, Employer, Trade Unions, Voluntary Agencies.
7--9	ILO: Impact of ILO on labour legislation and Indian Constitution,Labour Policy & Labour Reforms
	Unit:2 Regulatory Legislation
10-12	Industrial Employment Standing Order Act, 1946: Introduction, Objectives,Definitions Model Standing Orders, Procedure for approval of standing orders, appeal,modification of standing orders, Certifying Officer, Offences and penalties
13-16	Industrial Disputes Act, 1947: Introduction, Objectives, Definitions, Various Methods and Various Authorities under the Act for resolution of industrial disputes e.g. methods of conciliation, adjudication and voluntary arbitration, Authorities like Works Committee, Conciliation officer, Court of Enquiry, Labor Court, Industrial Tribunal, National Tribunal,Provisions with respect to Strikes and Lockouts, Layoff and retrenchment, Special provisions relating to layoff, retrenchment and closure,Offences and penalties, unfair labor practices, etc.Important Supreme Court Cases on industry, workman, strikes, and

	retrenchment.
17-19	Trade Union Act,1926: Introduction, meaning, definitions, nature of trade unions, trade union movement in India, problems of trade union, appointment of Registrar, procedure for registration of a trade union, cancellation of registration, appeal, rights and Privileges of a registered TU, duties and liabilities, amalgamation, dissolution of TUs, offences and penalties, etc.
	Unit:3 Protective & Employment Legislation
20-25	Factories Act, 1948: Objectives, definitions, Provisions regarding-Health, safety, Welfare of workers, hazardous processes, working hours, restriction on employment of women and children, annual leave with wages, offences and penalties
26-27	The Child Labour (Prohibition and Regulation) Act,1986: Object and Scope, Definition,Prohibition of employment of children in certain occupations and processes,Regulation of Conditions of Work of Children Weekly Holidays,Notice to Inspector; Maintenance of register; Display of notice,Penalties
28	Contract Labor (Regulation &Abolition) Act, 1970: Application, Establishments,.Definitions, jurisdiction of government,Central and State advisory boards,Registration of establishments and licensing of contractors,Prohibition of employment of contract labor,Welfare and health of contract labor,Liabilities of the Principal employer, Inspecting Staff, offences and penalties, etc.
	Unit:4 Social Security Legislation
29	Workmen's Compensation Act,1923: Objectives,Important provisions,Appeal, penalties etc
30	Employees' State Insurance Act,1948: Scope, benefits,administration, adjudication of disputes and claims, penalties
31	Employees Provident Funds Act,1952: Main provisions and schemes
32	Payment of Gratuity Act, 1972: Objectives, scope and main provisions

33	Maternity Benefit Act, 1961 Growth of maternity benefit legislation in India
	Unit:5 WPM, Discipline, Grievance Handling and Women safety at workplace guidelines
34-35	Workers' Participation in Management: Concept, Objectives, evolution, Statutory and Non-Statutory Forms of WPM, Level of WPM, Assessment of WPM in India, Necessary conditions for effective working of WPM
36-37	Discipline: Meaning and definitions, Characteristics, Objectives of discipline Code of Discipline, Disciplinary proceedings - procedure for disciplinary action - Misconduct - Charge sheet - Service of charge sheet - power to suspend pending enquiry - procedure to conduct a Domestic Enquiry - Report of the enquiry officer – punishment intervention by a tribunal.
38-39	Grievance Handling: Meaning, definition, Causes, Importance of grievance handling, Formal Grievance handling mechanism
40	Sexual harassment of women in workplace: Nature of problem, Supreme Court's guidelines on this issue.

6. Assessment Scheme :

Specific assessment method	% Weightage	Theory	Practical
Unit Test / Viva Voce	50%	√	
Case Analysis & Discussion	20%	√	√
Assignment & viva Voce	10%	√	√
Topic/Project Presentation	10%	√	√
Class Attendance & Class Participation	10%	√	√
	100%		

7. Educational Resources

Educational Resources	Description
i. Text Book	<ul style="list-style-type: none"> ➤ Industrial Relations, Trade unions and labour legislations - Sinha , Sinha and shekhar ➤ Human Resource Management – Pravin Durai – 3rd edition

ii. Reference Book	<ul style="list-style-type: none"> ➤ Industrial Relations, Trade Unions and Labour Legislation ,Sinha, Sinha & Shekhar, 3rd edition, Pearson ➤ Dynamics of Industrial Relations- Mamoria, Mamoria & Gankar ➤ Labour and Industrial Laws-P K Padhi PHI, Latest edition ➤ Industrial Relations Handbook of Industrial Law, C S Venkata Ratnam N.D.Kapoor, Oxford Sultan Chand & Sons, Latest edition ➤ Industrial Relations and Labour Laws, B D Singh, Excel, Latest edition
iii. Journals/ Magazine/periodicals	<ul style="list-style-type: none"> ➤ Business Manager ➤ Human Capital ➤ Vikalpa ➤ Harvard Business Review
iv. Video lecture (NPTEL, MOOC, you tube lecture)	<ul style="list-style-type: none"> ➤ https://nptel.ac.in/courses/122/105/122105020/ ➤ https://vcnow.in/xlri-labour-law-program/?utm_source=Google&utm_medium=CPC&utm_campaign=XLRI-EPLLM-20&utm_content=New-Btc5-Ad1&gclid=EAiaIQobChMIuaz0_53L8QIVEQByCh07bw4pEAMYASAAEgIAGvD_BwE
v. Course related important Web links	<ul style="list-style-type: none"> ➤ https://labour.gov.in/labour-law-reforms ➤ https://labour.gov.in/industrial-relations-code
vi. Course related blog, if any	<ul style="list-style-type: none"> ➤ https://www.laborsoft.com/blog ➤ https://blog.shrm.org/tags/employee-relations ➤ https://www.humanresourcestoday.com/blog/employee-relations/