

PROGRAM	Master of Business Administration
SEMESTER	3
COURSE TITLE	Management of Industrial Relations and Labor Laws
COURSE CODE	04MB0319
COURSE CREDITS	3
COURSE DURATION	42 hours (42 Sessions of 60 Minutes Each)

COURSE OUTCOMES:

- ❖ To define, compare and contrast the key theoretical perspectives in labour relations and how the perspectives shape the practice of labour relations.
- ❖ To understand industrial disputes with detailed knowledge of actual organization scenarios
- ❖ To deal with grievances and resolutions between employees and employers.
- ❖ To gain knowledge related to compensation benefits of workers and the extent of employer's liability in case of employment injury.
- ❖ To analyse the actual organizational situations and implications thereof via case based learning and analytical abilities

COURSE CONTENTS:

Unit No	Unit / Sub Unit	Sessions
I	Introduction to Industrial Relations: Meaning, Definitions, Evolution of labor legislation, Factors Affecting IR, Approaches to IR Introduction to Labour Laws: Scope, Nature and Significance of Labor laws in India. Objectives and Principles of Labour Laws. Industrial Relations in the emerging scenario and growing relevance in India.	08
II	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, Labour Court, Industrial Tribunal, National Tribunal, Provisions with respect to Strikes and Lockouts, Lay-off and retrenchment, Special provisions relating to lay-off, retrenchment and closure, offences and penalties, unfair labour practices. Collective Bargaining: Introduction, Definitions, Characteristics, Process of CB, Factors Obstructing CB, Case study	10
III	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. Contract Labor (Regulation & Abolition) Act, 1970: Application, Establishments Definitions, 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, Case study	10
IV	Employees State Insurance Act, 1948: Objectives and Applicability of the Scheme; Definitions: Personal Injury, Factory, Manufacturing Process, Wages, Partial and Permanent Disablement; ESI Corporation, Standing Committee and Medical Benefit Council; Contributions; Adjudication of Dispute And Claims. Payment of Gratuity Act, 1972: Applicability and non- applicability of the Act; Definitions- employee, employer, continuous service; Payment of gratuity;	08

	Forfeiture of gratuity; Employer's duty to determine and pay gratuity; Recovery of gratuity; Penalties; Case study	
V	Discipline: Meaning and definitions, Characteristics, Objectives of discipline, Code of Discipline Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Definitions, Nature of problem, Supreme Court guidelines Vishakha vs Court of Rajasthan. Case study	6

EVALUATION:

The students will be evaluated on a continuous basis and broadly the scheme given below will be followed:

	Component	Weightage
A	Continuous Evaluation Component (Assignments / Quizzes / Class Participation etc.)	20%(CSE)
B	Internal Assessment	30%(IA)
C	End-Semester Examination	50% (External Assessment)

SUGGESTED READINGS:
Textbooks:

Sr.No	Author/s	Name of the Book	Publisher	Edition & Year
T-01	P K Padhi	Labor and Industrial Laws	PHI	Latest Edition
T-02	P.R.N.Sinha, Indu Bala Sinha, Seema Priyadarshini Shekar	Industrial Relations, Trade Unions and Labor Legislations	Pearson	Latest Edition

Reference Books:

Sr.No	Author/s	Name of the Book	Publisher	Edition & Year
R-01	C S Venkata Ratnam	Industrial Relations	Oxford	Latest Edition
R-02	C B Mamoria; Satish Mamoria; S V Gankar	Dynamics of Industrial Relations	Himalaya Publication	Latest Edition
R-03	SC Srivastava	Industrial Relations and Labor Laws	Vikas Publication	Latest Edition
R-04	AM Sharma	Industrial Relations Conceptual & Legal Framework	Vikas Publication	Latest Edition