

Subject Code: 1MS2020373

Subject Title: Industrial Labour Laws

1. Course Objectives and Outline:

Theoretical and practical knowledge of working Labour laws become essential part of H.R. Manager Life to deal with daily issues regarding laws and compliance enforced by Government. In Today's world, understanding of labour laws plays significant role in decision making of any manager and saves huge losses of companies by indulging in prohibition of any law. Still in developing countries, ignorance of laws takes place but scenario will improve with the development and literacy level in society. Awareness of labour laws are also increases day by day and now Labours become more attentive towards their basic protecting laws.

This course will help students in certain ways: 1. To develop fundamental knowledge about labour laws. 2. To learn practical application of labour laws. 3. To learn the compliance management of regulations enforced by appropriate Government.

2. Teaching Scheme (Hours per week)

Lecture (Hrs.)	Tutorial	Practical	Credit	Evaluation Scheme (Marks)		Total
				University Assessment	Internal Assessment	
4	-	-	4	60 Marks	40 Marks	100 Marks

3. Syllabus

Module No.	Contents	Expected Sessions	Weightage
1	Introduction to Labour Legislation, ILO, Trade Unionism: Concepts, Functions, Objectives, Structure, Kinds of Trade Unions, Problems of Trade Unions, Trade Union Act, 1926, Applicability, Registration, Recognition of Trade unions	12	25%
2	Wage Legislation: Minimum Wages Act, 1948, Payment of Wages Act, 1936, Equal remuneration Act, 1976, Payment of Bonus Act, 1965, Payment of Gratuity Act, 1972	12	25%
3	Social Security Legislation : Workmen's Compensation Act, 1923, Employees' Provident Fund, 1952, Employees State Insurance Act, 1976, The Maternity Benefit Act, 1961, Unorganized Workers Social Security Act 2008.	12	25%
4	Factory Act, 1948, Shops and Establishment Act, Industrial Employment (Standing Orders) Act, 1946, Child Labour (Prohibition and Regulation) Act, 1986, Sexual harassment at workplace- A legal perspective	12	25%

4. Course Pedagogy

The pedagogy of the subject involves Lectures, Role Plays, Case Discussions, Real life Business Scenarios. Students will be given group tasks and assignments. In Movie based learning, students will watch a movie based on management concept and required to submit an assignment which will be part of their continuous evaluation process.

5. Suggested Readings

a. Books

- 1 Labour Laws for Managers; B. D. Singh, Excel Books, New Delhi
- 2 Industrial Relations, Trade Unions and Labour Legislation; P.R.N. Sinha, Indu Bala Sinha and Seema Priadarshini Shekhar, Pearson Education, New Delhi
- 3 Labour and Industrial Laws; P.K. Padhi, PHI Learning Private Limited, New Delhi
- 4 Industrial Relations; C.S. Venkata Ratnam, Oxford University Press, New Delhi

b. Journals/Magazines

- Indian Journal of Industrial Relations.
- Journal of Human Values.
- HRM Review.
- Indian Journal of Training and Development.
- The IUP Journal of Management Research.
- Business India/India Today/Outlook.

6. Evaluation Scheme

Sr. No.	Component	Weight
1	University Examination	60%
2	Internal Assessment -Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components; <i>Class Test, Quiz, Assignments, Case Presentation, ClassParticipation, Projects, Team/Individual Assignments.</i> -The weightage of a sub-component should not exceed 50% of internal assessment component weight. -The bifurcation of sub-components shallbe communicated by the instructor before commencement of the academic sessions.	40%