

Branch Name:	MANAGEMENT (Human Resource Management)
Program Code:	MS301
Course Name:	Industrial Labour Laws
Course Code:	2MS3010573T
Pre-requisite Course:	HRM, LAB, OB

Course Objectives:

1. To impart theoretical and practical knowledge of working Labor laws to future H.R. Managers' to effectively deal with daily issues regarding laws and compliance enforced by Government.
2. To help students in decision making process and preventing company from losses indulged due to prohibition of any law.
3. Awareness of labor laws are also increases day by day and now Labors become more attentive towards their basic protecting laws.

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutorial (T)	Practical (P)	Credit	Theory (Marks)		Practical (Marks)		Total Marks
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
4	-	-	4	60	40	-	-	100

Subject Contents:

Sr. No.	Topic	Total Hours	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	10	20%
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	10	20%
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.	10	20%
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	10	20%
5	Apprentices Act 1961, Major Legal Provisions Of Building And Other Construction Workers (Regulation Of Employment And Conditions Of Service) Act, 1996	08	20%

Text Books:

1. Industrial Relations, Trade Unions and Labour Legislation; P.R.N. Sinha, Indu Bala Sinha and Seema Priadarshini Shekhar, Pearson Education, New Delhi

Reference Books:

1. Labour Laws for Managers; B. D. Singh, Excel Books, New Delhi
2. Labour and Industrial Laws; P.K. Padhi, PHI Learning Private Limited, New Delhi
3. Industrial Relations; C.S. Venkata Ratnam, Oxford University Press, New Delhi

List of Open-Source Software/learning website:

1. <http://www.hr.com>
2. <https://labour.gov.in/labour-law-reforms>
3. <https://iclg.com>
4. <https://www.comply4hr.com/>

LAB/Practical

1. Students may visit registered Trade Office in their locality to understand the process and working of a trade union as well as their daily challenges.
2. Expert talks and Interviews from HR managers and Labour/Welfare Officers will help students in understanding Manager's role in managing daily compliances and HR issues and challenges in maintaining workplace harmony.
3. Role Play and situational exercises will help students to understand role of HR Manager in handling Industrial relations and conflicts at the workplace.

Journals/Magazines

1. Indian Journal of Industrial Relations.
2. Journal of Human Values.
3. HRM Review.
4. Indian Journal of Training and Development.
5. The IUP Journal of Management Research.

Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

CLO	Description	Bloom's Taxonomy Level
CLO1	To know the origin and development of Labour Laws in India and international bodies that controls these.	L1,L2
CLO2	To know and outline the object, scope duties and applicability, power and appeal process related to various labour laws.	L1,L2,L4
CLO3	To differentiate and evaluate between various categories of Labour Laws prevailing in the country.	L2,L4,L5
CLO4	To develop fundamental knowledge of Labour laws and relate with various necessary definitions of labour laws.	L1,L3
CLO5	To account for various recent amendments pertaining to existent Labour Laws of the country	L6

Mapping of CLOs with Pos & PSOs

Course Learning Outcomes	Program Outcomes (POs)								Program Specific Outcomes (PSOs)	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CLO1	H	H	L	L			M	L	L	H
CLO2	H	H	M	M			M	M	M	H
CLO3	M	L	M		M		M	L	M	H
CLO4	H	M	M				L			M
CLO5	M	M					M	M		H

H: High, M: Medium, L: Low
