

# GUJARAT TECHNOLOGICAL UNIVERSITY

## MASTER OF BUSINESS ADMINISTRATION

Year – 2 (Semester – III) (W.E.F. Academic Year 2018-19)

**Specialization: Human Resource Management**

**Subject Name: Management of Industrial Relations and Labour Laws (MIRLL)**

**Subject Code: 3539232**

### 1. Learning Outcome:

- Understanding the legal implications in Human Resource Management.
- Understanding and handling Industrial Relations

2. **Course Duration:** The course duration is of **36 sessions of 75 minutes** each.

### 3. Course Contents:

Module No.	Modules with its Contents/Chapters	No. of Sessions	Marks (out of 70)
I	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, Impact of ILO on labour legislation and Indian Constitution <b>Industrial Disputes Act, 1947</b> 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, etc. Important Supreme Court Cases on industry, workman, strikes, retrenchment	9	17
II	<b>Trade Unions Act,1926.</b> 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.	9	17

	<p><b>Industrial Employment Standing Order Act, 1946</b> Introduction, Objectives, definitions, Model Standing Orders, Procedure for approval of standing orders, appeal, modification of standing orders, Certifying Officer, subsistence allowance, offences and penalties</p> <p><b>Labour Welfare :</b> Meaning, Definition, Scope, Theories, Principle &amp; Approaches. Statuary &amp; Non Statuary labour welfare, Intra Mural – Extra Mural, Agencies of labour Welfare- State, Employer, Trade Unions, Voluntary Agencies</p>		
III	<p><b>Factories Act, 1948</b> 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,</p> <p><b>Contract Labour (Regulation &amp; Abolition) Act, 1970</b> Application, Establishments, definitions, jurisdiction of government, Central and State advisory boards, registration of establishments and licensing of contractors, prohibition of employment of contract labour, welfare and health of contract labour, liabilities of the Principal employer, Inspecting Staff, offences and penalties, etc.</p> <p><b>Collective Bargaining</b> Introduction, Definitions, Characteristics, Process of CB, Pre- requisites of a Successful CB, Types, Functions of CB, Factors Obstructing CB, CB in India, Assessment of CB in India, Suggestions for better functioning of CB</p>	9	18
IV	<p><b>Workers' Participation In Management</b> 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</p> <p><b>Discipline</b> Meaning and definitions, Characteristics, Objectives of discipline, types of discipline, principles, procedure for disciplinary action, punishment, intervention by a tribunal, code of discipline in India</p> <p><b>Grievance Handling</b> Grievance Handling: Meaning, definition, Causes, Importance of grievance handling, formal Grievance handling mechanism</p> <p><b>Sexual harassment of women in workplace</b> Nature of problem, Supreme Court's guidelines on this issue, etc</p>	9	18
V	<p><b>Practical:</b> Student should study at least one of the above mentioned or related Industrial Law / Act as applied in any one Company / SME in above mentioned areas, and make a Public Presentation the class in presence of preferably a <b>HR/ IR Manager / Consultant</b></p>	---	(30 marks CEC)

#### 4. Teaching Methods:

The course will use the following pedagogical tools:

- (a) Selected cases covering major courses.
- (b) Projects/Assignments/Quiz/Class Participation, etc.

#### 5. Evaluation: The evaluation of participants will be on continuous basis comprising of the following Elements:

<b>A</b>	Continuous Evaluation Component comprising of Presentation, Projects, Class test/ Quiz, MCQs etc)	Internal Assessment- 50 Marks)
<b>B</b>	Viva For the project undertaken as per module 5	(Internal Assessment-30 Marks
<b>C</b>	End –Semester Examination	External Assessment-70 Marks

#### 6. Reference Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	P K Padhi	Labour and Industrial Laws	PHI	Latest
2	C S VenkataRatnam	Industrial Relations	Oxford	Latest
3	B D Singh	Industrial Relations and Labour Laws	Excel	Latest
4	Mamoria	Dynamics of Industrial Relations	Himalaya	Latest
5	SC Srivastava	Industrial Relations and Labor Laws	Vikas	Latest
7	AM Sarma	Industrial Relations- Conceptual & legal framework	Himalaya	Latest
8	H.I.Kumar	LAWS EVERYONE SHOULD KNOW	Himalaya	Latest

Note: Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

#### 7. Lists of Journals/ Periodicals/ Magazines/ Newspapers:

- a. Journal of Management of Industrial Relations
- b. Human Capital