



GUJARAT TECHNOLOGICAL UNIVERSITY
Syllabus for Master of Business Administration (Part time), 4th Semester
Specialization: Human Resource Management (HRM)
Subject Name: Management of Industrial Relations and Labour Laws
Subject Code: 5549901

1. Learning Outcomes:

Learning Outcome Component	Learning Outcome (Student will be able to)
Business Environment and Domain Knowledge (BEDK)	<ul style="list-style-type: none"> • <i>Discuss</i> and <i>analyze</i> requirement of labor laws and the different mechanisms of addressing disputes, grievances and workers' welfare.
Critical thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI)	<ul style="list-style-type: none"> • <i>Evaluate</i> solutions to the issues of grievance handling, disputes and labor management practices in India.
Global Exposure and Cross-Cultural Understanding (GECCU)	<ul style="list-style-type: none"> • <i>Evaluate</i> emerging labor laws and labor welfare practices across the world.
Social Responsiveness and Ethics (SRE)	<ul style="list-style-type: none"> • <i>Explain</i> the need of labor welfare practices and administration for peaceful Industrial relation.
Effective Communication (EC)	<ul style="list-style-type: none"> • <i>Explain</i> and <i>discuss</i> different provisions of labor laws as well as norms which are to be followed as mandated to employees; particularly while handling disciplinary issues, grievance or dispute as well as legal compliance.
Leadership and Teamwork (LT)	<ul style="list-style-type: none"> • <i>Outline</i> important aspects of how to build team work among the labor and formulate collective bargaining techniques. • <i>Reflect</i> on different legal provisions and their importance in maintaining Industrial relation.

LO – PO Mapping: Correlation Levels:

1 = Slight (Low); 2 = Moderate (Medium); 3 = Substantial (High), “-“= no correlation

Sub. Code: 5549901	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9
LO1: <i>Discuss</i> and <i>analyze</i> requirement of labor laws and the different mechanisms of addressing disputes, grievances and workers' welfare.	3	3	2	2		1	1		2
LO2: <i>Evaluate</i> solutions to the issues of grievance handling, disputes and labor management practices in India.	2	3	3	2		2	1	1	2
LO3: <i>Evaluate</i> emerging labor laws and labor welfare practices across the world.	2	2	3	1		1			2
LO4: <i>Explain</i> the need of labor welfare practices and administration for peaceful Industrial relation.	2	2		2		1	2	-	1
LO5: <i>Explain</i> and <i>discuss</i> different provisions of labor laws as well as norms which are to be followed as mandated to employees	1	1		2		1	2		3



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particularly while handling disciplinary issues, grievance or dispute as well as legal Compliance.									
LO6: <i>Outline</i> important aspects of how to build team work among the labor and Formulate collective bargaining techniques.	1	-	1	2	-	3	2	1	2
LO7: <i>Reflect</i> on different legal provisions and their importance in maintaining Industrial relations.	1	1	2	2		3			2

2. Course Duration: The course duration is of **40 sessions of 60 minutes each.**

3. Course Contents:

Module No:	Contents	No. of Sessions	70 Marks (External Evaluation)
I	<p>Introduction to Industrial Relation:</p> <ul style="list-style-type: none"> • Meaning, Definitions, Objectives & Factors Affecting IR. • Approaches to IR. • Various Dimensions of IR. • Participation in IR. • IR and Productivity. <p>Industrial Disputes Act, 1947:</p> <ul style="list-style-type: none"> • 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, Lay-off and retrenchment, Special provisions relating to lay-off, retrenchment and closure. <p>Trade Unions Act, 1926:</p> <ul style="list-style-type: none"> • 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 and appeal. • Rights and Privileges of a registered TU. • Duties and liabilities. • Amalgamation, dissolution of TUs. • Offences and penalties, etc. 	12	18



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II	<p>Collective Bargaining:</p> <ul style="list-style-type: none"> • Introduction, Definitions, Characteristics and process of CB. • Pre- requisites of a Successful CB. • Types and Functions of CB. • Factors Obstructing CB. • CB in India. <p>Workers' Participation in Management:</p> <ul style="list-style-type: none"> • 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>Grievance Handling:</p> <ul style="list-style-type: none"> • Meaning, definition, Causes • Importance of grievance handling • Formal Grievance handling mechanism <p>Discipline:</p> <ul style="list-style-type: none"> • 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. <p>Sexual harassment of women in workplace:</p> <ul style="list-style-type: none"> • Nature of problem • Supreme Court's guidelines on this issue. 		
III	<p>Labour Laws:</p> <p>Evolution of labour legislation, Impact of ILO on labour legislation and Indian Constitution</p> <ul style="list-style-type: none"> • Nature and Need • Objectives and Principles of Labour Laws • Social Justice • Fundamental Rights • Directive Principles • Judicial Activism and Labour Welfare in India • Impact of Liberalization and Globalization • Labour Policy of India <p>The Apprentice Act,1961</p>		



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	<p>Labour Welfare:</p> <ul style="list-style-type: none"> • Meaning, Definition, Scope • Theories, Principle & Approaches • Statuary & Non-Statuary labour welfare • Intra Mural – Extra Mural • Agencies of labour Welfare • State, Employer, Trade Union Voluntary Agencies. <p>Industrial Employment Standing Order Act, 1946:</p> <ul style="list-style-type: none"> • Introduction, Objectives • Definitions • Model Standing Orders • Procedure for approval of standing orders, appeal, modification of standing orders, Certifying Officer, subsistence allowance • Offences and penalties 		
IV	<p>Factories Act, 1948:</p> <ul style="list-style-type: none"> • 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. • OHSAS <p>Contract Labor (Regulation & Abolition) Act, 1970:</p> <ul style="list-style-type: none"> • 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. <p>The Child Labour (Prohibition and Regulation) Act, 1986:</p> <ul style="list-style-type: none"> • 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 	8	18



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V	Practical: 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 Students can make presentations on the major strikes which happened in India (Maruti, etc)	---	(30 marks CEC)
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4. Pedagogy:

- ICT enabled Classroom teaching
- Case study
- Practical / live assignment
- Interactive class room discussions

5. Evaluation:

Students shall be evaluated on the following components:

A	Internal Evaluation	(Internal Assessment- 50 Marks)
	• Continuous Evaluation Component	30 marks
	• Class Presence & Participation	10 marks
	• Quiz	10 marks
B	Mid-Semester examination	(Internal Assessment-30 Marks)
C	End –Semester Examination	(External Assessment-70 Marks)

6. Reference Books:

No.	Author	Name of the Book	Publisher	Year of Publication / Edition
1	P K Padhi	Labour and Industrial Laws	PHI	Latest Edition.
2	C S VenkataRatnam N.D.Kapoor	Industrial Relations Handbook of Industrial Law	Oxford Sultan Chand & Sons	Latest Edition
3	B D Singh	Industrial Relations and Labour Laws	Excel	Latest Edition
4	Mamoria	Dynamics of Industrial Relations	Himalaya	Latest Edition
5	SC Srivastava	Industrial Relations and Labour Laws	Vikas	Latest Edition
6	B D Singh	Industrial Relations- Emerging paradigms	Excel	Latest Edition
7	AM Sarma	Industrial Relations- Conceptual & legal framework	Himalaya	Latest Edition
8	G M Kothari,	A Study of Industrial Law	Wahdwa Publication	Latest Edition
9	H.L.Kumar	Laws Everyone should know+	Universal law Publishing.	Latest Edition.

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.



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7. List of Journals/Periodicals/Magazines/Newspapers / Web resources, etc.

1. Journal of Management of Industrial Relations, Human Capital
2. e-bulletin : Available on ICSI website - www.icsi.edu
3. Chartered Secretary: The ICSI, New Delhi-110 003. (Monthly)
4. All India Reporter: All India Reporter Ltd., Congress Nagar, Nagpur D.O. Sethi J: Commentaries of Industrial Disputes Act, 1947. Vol., 1& 2, Law Publishing House, Allahabad. 6. K.D. Srivatsava : The Law of Industrial Disputes.
5. ILL: Labour Law and Labour relations Cases and Materials, (Edited by Anand Prakash. S.C. Srivatsava, P. Kalpakam), N.M.Tripati Pvt. Ltd , Bombay

Articles Recommended:

- Recommended Readings Indian Institute of Personal Management:
- Personal Management in India. India Industrial of Management: Readers in Personal Management.
- Pigors and Sayles: Personnel Administration.
- Strauss and Sayles: Personal, Human problems of management Daver, R.S.: A Guide to Job Analysis, Basie, London.
- Boydell, T.E.: A Guide to Job Analysis, BACEL, London
- Ghosh, P.: Personal Management.
- Report of the national commission on Labor 1969 of Personal Management.
- Journal of Indian Institute of Personal Management, Calcutta
- Industrial Relation: Journal of the Shri Ram Institute of Industrial Relation, New Delhi. Indian Labour Journal,
- Central Labour Bureau, Simla. Kapoor, T.N.: Personal Management and Industrial Relation in India.
- Paradigm Shift of Industrial Relations In INDIA by Dr. Anupriyo Malik.