



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Master of Business Administration

Level: PG

Course / Subject Code: MB04092091

Course / Subject Name : Management of Industrial Relations & Labour Law

w. e. f. Academic Year:	2025-26
Semester:	4
Category of the Course:	Interdisciplinary Elective (Minor 2)

Prerequisite:	Principles of Management, Understanding of HRM, Strategic Management and Organization Behaviour
Rationale:	In today's highly competitive world, it is very much essential for companies to reduce production cost by increasing production cost and harmonious workplace. This subject will sensitize students with the concept of Industrial relations, Labour Laws and Dispute resolving mechanism in Industry. The understanding of subject will also help in Driving Diversity and Inclusion–Helps monitor and improve workplace diversity metrics.

Course Outcome:

After Completion of the Course, Student will able to:

No	Course Outcomes	RBT Level
01	Define key concepts related to Management of Industrial Relations and Labour Laws	Remember
02	Explain the theoretical foundations of Industrial Relations, Trade Union, Collective Bargaining, Labour welfare, Grievance Handling mechanism etc.	Understand
03	Use Understanding of subject to check effectiveness of recruitment & Selection, and I R of HRM within an organization.	Apply
04	Analyze design and application labour issues of different HRM activities and it's resolution through grievance handling mechanism	Analyse
05	Evaluate Industrial relations and labour laws related practices for their effectiveness, fairness, and alignment with organization's HRM strategy.	Evaluate

*Revised Bloom's Taxonomy (RBT)

Teaching and Examination Scheme:

Teaching Scheme (in Hours)			Total Credits L+T+ (PR/2)	Assessment Pattern and Marks				Total Marks
L	T	PR	C	Theory		Tutorial / Practical		
				ESE (E)	PA / CA (M)	PA/CA (I)	ESE (V)	
3	1	0	4	70	30	50	0	150



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Course Content:

Unit No.	Content	No. of Hours	% of Weightage
1.	<p>Industrial Relation</p> <ul style="list-style-type: none">• Meaning, Definitions, Characteristics• Factors Affecting Industrial Relations• Approaches to Industrial Relations• Participation in Industrial Relations• Objectives of Industrial Relations and Human Relations• Industrial Relations and Productivity• Various Dimensions of Industrial Relations,• Evolution of labour legislation,• Impact of ILO on labour legislation and the Indian Constitution <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, 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	11	25
2.	<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, appeal,	12	25



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	<ul style="list-style-type: none"> • Rights and Privileges of a registered TU, duties and liabilities, amalgamation, dissolution of TUs, offences and penalties, etc. <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 <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 Unions, • Voluntary Agencies 		
3.	<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 <p>Contract Labour (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 labour, welfare and health of contract labour, liabilities of the principal employer, Inspecting Staff, offences and penalties, etc. <p>Apprentice Act,1961:</p> <ul style="list-style-type: none"> • Statements of objects, • Period of apprenticeship training, • Essential ingredient of contract of apprenticeship, • Registration of contract of apprenticeship, • Obligations of apprentices, • Hours of work, leave, 	12	30



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	<ul style="list-style-type: none"> • Violation of the act of an employee, • Termination of apprenticeship contract, • Stipend to the apprentices <p>Collective Bargaining</p> <ul style="list-style-type: none"> • Introduction, Definitions, • Characteristics, Process of Collective Bargaining , • Pre- requisites of a Successful Collective Bargaining, Types, • Functions of Collective Bargaining, • Factors Obstructing Collective Bargaining, • Collective Bargaining in India, • Assessment of Collective Bargaining in India, • Suggestions for better functioning of Collective Bargaining 		
4.	<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>Discipline</p> <ul style="list-style-type: none"> • 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>Grievance Handling</p> <ul style="list-style-type: none"> • Grievance Handling: Meaning, definition, Causes, • Importance of grievance handling, formal Grievance handling mechanism. <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, 	10	20



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	<ul style="list-style-type: none">• Notice to Inspector; Maintenance of register; Display of notice. Penalties Sexual harassment of women in workplace <ul style="list-style-type: none">• Nature of problem,• Supreme Court's guidelines on this issue, etc. Introduction to Code of labour 2019 <ul style="list-style-type: none">• Introduction,• Study about new provision compare to provisions made in old Labour Laws in India.		
5	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, and make a Public Presentation the class in presence of preferably a HR/ IR Manager / Consultant	15	CEC
	Total	60	100

Suggested Specification Table with Marks (Theory):

Distribution of Theory Marks (in %)					
R Level	U Level	A Level	N Level	E Level	C Level
20	20	20	20	20	-

Where R: Remember; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create (as per Revised Bloom's Taxonomy)

Suggested Case Study: Appropriate cases from book can be taught in classroom.

References/Suggested Learning Resources:

Books:

1. Labour and Industrial Laws by P.K.Padhi, Phi Publication's Latest Edition
2. Industrial Relations; Handbook of Industrial Law by C.S. Venkatratnam & ND Kapoor, Oxford Publication.
3. Industrial Relations & labour Laws by B.D.Singh, Excel Publication
4. Industrial Relations & labour Laws by S.C.Shrivastava by Vikas Publication
5. Laws Every One Should Know by H.L.Kumar, Universal Law Publishing
6. Dynamics of Industrial relations by Memoria, Himalaya Publication
7. Industrial Relations; Conceptual & Legal Frame work by A. M. Sharma, Himalaya Publication.

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 used.



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(b) Open source software and website:

1. Journal of Management of Industrial Relations
2. e-bulletin : Available on ICSI website - www.icsi.edu, Chartered Secretary: The ICSI, New Delhi-110 003. (Monthly)
3. ILL.: Labour Law and Labour relations Cases and Materials, (Edited by Anand Prakash. S.C. Srivatsava, P. Kalpakam), N.M.Tripoti Pvt. Ltd , Bombay
4. Human Capital
5. International Journal of Human resource Management

CO- PO Mapping:

Semester 4	Subject Name: Management of Industrial Relations & Labour Law				
	POs				
Course Outcomes	PO1	PO2	PO3	PO4	PO5
CO1	1	1	1	1	1
CO2	2	2	1	2	2
CO3	3	3	2	3	2
CO4	2	3	2	2	2
CO5	3	3	2	3	2

Legend: '3' for high, '2' for medium, '1' for low and '-' for no correlation of each CO with PO.