

GUJARAT TECHNOLOGICAL UNIVERSITY

MASTER OF BUSINESS ADMINISTRATION (Global Program)

Year – II (Semester – III) (W.E.F. January 2014)

Specialization: Human Resource Management (HRM)

Subject Name: Management of Industrial Relations and Labour Legislations (MIR&LL)

Subject Code: 2830303

1. Course Objective:

- To help students understand the legal implications in Human Resource Management.
- To help students understand and handle Industrial Relations.

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

3. Course contents:

Module No:	Module Content	No. of Sessions	70 Marks (External Evaluation)
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 Industrial Disputes Act, 1947 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,	7	17

	etc.		
II	<p>Trade Unions Act,1926. 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.</p> <p>Industrial Employment Standing Order Act, 1946 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>Industrial Employment Standing Order Act, 1946 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>Shops and Establishment Act, 1948 Objectives, definitions, registration of establishments, health and safety, leave with pay, opening and closing hours, employment of children, young persons and women, offences and penalties, etc</p>	7	17
III	<p>Factories Act, 1948 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>Contract Labour(Regulation &Abolition) Act, 1970 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</p>	7	18

	penalties, etc. Collective Bargaining 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		
IV	Workers' Participation In Management 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 Discipline 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 Grievance Handling Grievance Handling: Meaning, definition, Causes, Importance of grievance handling, formal Grievance handling mechanism Sexual harassment of women in workplace Nature of problem, Supreme Court's guidelines on this issue,etc	7	18
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, and make a Public Presentation the class in presence of preferably a HR/ IR Manager / Consultant.	8	Internal Evaluation (20 Marks of CEC)

4. Teaching Method:

- (a) Case analysis & discussion
- (b) Projects/ Assignments/ Quizzes/ Class participation etc
- (c) Compulsory class presentation with live experiences

5. Evaluation:

A	Projects/Assignments/Quiz/Class Participation, etc.	Weightage (50%) (Internal Assessment)
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B	Mid-Semester Examination	Weightage (30%) (Internal Assessment)
C	End-Semester Examination (Min. 30% Theory and Mon. 70% Practical)	Weightage (70%) (External Assessment)

6. Text Books:

Sr. No.	Authors	Name of the Books	Publisher	Edition & Year of Publication
T1	P K Padhi	Labour and Industrial Laws	PHI	2007 Edition
T2	C S VenkataRatnam	Industrial Relations	Oxford	2006 Edition
T3	B D Singh	Industrial Relations and Labour Laws	Excel	2008 Edition

7. Reference Books:

(Latest available editions should only be considered)

Sr. No.	Authors	Name of the Books	Publisher	Edition & Year of Publication
R1	S C Srivastava	Industrial Relations and Labour Laws	Vikas	2007 Edition 2nd Edition
R2	B D Singh	Industrial Relations-Emerging paradigms	Excel	Latest edition
R3	A M Sarma	Industrial Relations- Conceptual & legal framework	Himalaya	Latest edition

R4	Kathy Daniels	Employee relations in an organizational context	Jaico	Latest edition
R5	Mamoria	Dynamics of Industrial Relations	Himalaya	Latest edition

8. Lists of Journals/ Periodicals/ Magazines/ Newspapers:

Journal of Management of Industrial Relations, Human Capital.

9. Session Planner

Session Nos.	Topics to be covered
1	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
2-3	Industrial Disputes Act, 1947 : Introduction, Objectives, Definition, Various Methods and Various Authorities under the Act for resolution of industrial disputes eg methods of conciliation, adjudication and voluntary arbitration
4-5	Provisions with respect to Strikes and Lockouts, Lay-off and retrenchment, Special provisions relating to lay-off, retrenchment and closure, offences and penalties,
6-7	Unfair labour practices , Workman, strikes, retrenchment, etc
8-9	Trade Unions Act,1926. 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
10	Rights and Privileges of a registered TU, duties and liabilities, amalgamation, dissolution of TUs, offences and penalties, etc.
11-12	Industrial Employment Standing Order Act, 1946: Introduction, Objectives, definitions, Model , Standing Orders, Procedure for approval of standing orders, appeal, modification of standing orders, Certifying Officer, subsistence allowance, offences and penalties
13-14	Shops and Establishment Act, 1948: Objectives, definition, registration of establishments, health and safety, leave with pay, opening and closing hours, employment of children, young persons and women, offences and penalties, etc
15	Factories Act, 1948: Objectives, definitions, Provisions regarding, Health, safety, Welfare of workers

16-17	Hazardous processes, working hours, restriction on employment of women and children, annual, leave with wages, offences and penalties, etc
18-19	Contract Labour(Regulation & Abolition)Act, 1970
20-21	Collective Bargaining
22-23	Workers' Participation In Management
24-25	Discipline
26-28	Grievance Handling Grievance Handling, Sexual harassment of women in workplace
29-36	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.