



Post Graduate Diploma in Management (2013-15 batch) Term 5

Industrial Relations & Labour Laws

Faculty: Prof. Y.R. Reddy /

Prof. Shailendra Nigam

Course outline & session Plan

Course objectives:

The course addresses tangible and intangible aspects of relationship between employers and employees and the issues influencing this relationship. At the completion of the course, the student will be able to:

- Understand the relationship among internal and external environmental factors governing employee relations in an organization.
- Understand the background of the Indian Industrial Relations System and its distinctive features.
- Comprehend the role of Trade Unions in organizations
- To have an understanding of Labour Laws shaping employee relations
- Develop the managerial perspective i.e., to understand IR issues and generate alternatives for decision making

ASSESSMENT

| S.No. | Component | Weightage |
|-------|---------------------------|-----------|
| 1 | Mid Term Examination | 20% |
| 2 | Assignment & Presentation | 20% |
| 3 | Class Quiz | 20% |
| 4 | End Term Examination | 40% |
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| Session | Topic | Readings / Cases |
|---------|--|--|
| 1-2 | Indian Economy and Labour force; Industrial Relations: Concept & Approaches : IR systems | Chapters – 1 & 2 * Lecture & Assignment |
| 3 | Industrial Employment (Standing Orders) Act, 1946 | Lecture & Discussion |
| 4-5 | Contract Labour (Regulation & Abolition) Act, 1970 | Lecture, Discussion & Case study |
| 5 | Trade Unions: Theories & Structures The Trade Unions Act, 1926 | Chapters 5 & 6* Lecture & discussion |
| 6 | Trade Unions in India | Guest Lecture |
| 7-8 | The Factories Act, 1948 | Lecture, Assignment & Case study |
| 9 | The Shops & Establishments Act, 1962 | Lecture & Discussion |
| 10-12 | The Industrial Disputes Act, 1947 | Lecture; Discussion and Case study |
| 13 | Discipline Management & Grievance redressal | Lecture & Discussion |
| 14 | The Employees' Provident Fund Act, 1952 | Lecture & Discussion |
| 15 | The Payment of Gratuity Act, 1972 | Lecture and Discussion |
| 16 | The Employees' State Insurance Act, 1948 | Lecture & discussion |
| 17 | The Employees' Compensation Act, 1923 | Lecture & Discussion |
| 18 | ESI Act ; and Employee Compensation Act | Case studies |
| 19 | Sexual Harassment of Women at Work Place Act, 2013 | Lecture & discussion |
| 20 | Recent Trends In Employee Relations | Guest Lecture |
| | Presentations | |
| | | |

*Refer Text book

Text Book

1. Venkata Ratnam, C.S. , *Industrial Relations*, Oxford University Press, New Delhi, 2008

Reference Books

1. Malik, P.L., *Handbook of Labour and Industrial Laws*, 15th Edition, Eastern Book Company, Lucknow, 2013
2. Kumar, H.L. *Labour Laws Everybody Should Know*, Universal Law Publishing Co. Pvt. Ltd. New Delhi, 2010
3. Singh, B. D., *Industrial Relations & Labour Laws*, Excel Books, New Delhi, 2011
4. Singh, P.N. and Kumar, Neeraj., *Employee Relations Management*, Pearson, New Delhi, 2011
5. Monappa, Arun., Nambudiri, Ranjeet and Selvaraj, Patturaja., *Industrial Relations and Labour Laws*, Second Ed. Mc Graw Hill Pub. India, New Delhi, 2012.