



International Management Institute

Bhubaneswar

Post Graduate Diploma in Management (2014-16 Batch)

Term IV Credits: 3

### Industrial Relations & Labour Laws

**Faculty:** Prof. Y.R. Reddy

**E-mail:** [yrreddy@imibh.edu.in](mailto:yrreddy@imibh.edu.in)

**Mobile:** 9938457236

#### Course Outline & Session Plan

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#### 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

#### Course Evaluation criteria:

S.No.	Component	Weightage
1	Assignment & Presentation	20%
2	Class Quiz	20%
3	Mid- Term Examination	20%
4	End-Term Examination	40%

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 & Discussion
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	Lecture & discussion
	Assignment Presentations	

\*Refer book: *Industrial Relations* by Venkata Ratnam, C.S.

### **Text Book**

1. Malik, P.L., *Handbook of Labour and Industrial Laws*, 15<sup>th</sup> Edition, Eastern Book Company, Lucknow, 2013

### **Reference Books**

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

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