

**INTERNATIONAL MANAGEMENT INSTITUTE, BHUBANESWAR**  
**Post Graduate Diploma in Management (PGDM)**  
Industrial Relations and Labour Laws (ER604)  
**CREDIT: Full (three credits)**  
**SESSION DURATION: 90 Minutes**

**Term: V**  
**Year: 2017-18**

FACULTY: Dr. Kapil Pandla  
Office hours: 9.30 AM – 5.30 PM

### **Course Introduction**

This course is concerned primarily with the conceptual and practical dimensions of Industrial Relations in the Indian context and to promote a critical understanding of substantive procedural labor laws. It will examine the structure and process of trade unionism, collective bargaining, wage negotiation, participative management, grievance management and related issues. The approach is to develop skills in handling legal issues in industrial relations and other labor matters. It also includes labour laws such as Industrial Disputes, Trade Unions, Factories Act, Payment of Wages Act etc.

### **Learning Outcomes**

#### **Knowledge**

At the end of this course students will be able to

- an understanding of the significance and content of the contract of employment and its relationship to industrial awards and workplace agreements (K1)
- Understand various laws, regulations and their practical applications in business with special industrial relations (K2)
- Understand the framework of rules, regulations industrial relations (K3)
- Understand role of international bodies like ILO (K4)

#### **Skills**

The student will be able to

- Enhance their human behavioural skills in employees' relations in consumer centric intensely competitive market. (S1)
- develop the capability of identifying issues and challenges, areas of concern and cost-effective remedies in employees' relations (S2)
- Develop the capabilities for applying legal knowledge of the employees' relations (S3)

#### **Attitude**

This course will make students

1. Demonstrate an appreciation of the complexity of business particularly in the industrial relations in globalised competitive market place. (A1)
2. an appreciation of the industrial, economic and social contexts in which labour is regulated.(A2)

<b>Evaluation Scheme</b>	Case Writing Assignment	20
	Class Participation	10
	Surprise Quizzes	10
	Mid Term	20
	End Term	40

	Total	100
<b>Pedagogic tools</b>	Lecture, Discussions, Case Studies Role Plays, Business Games	

### **Course Readings:**

1. Srivastava, S.C., Industrial Relations and Labour Laws, Vikas Publishing, Fifth Edition (**CR 1**)
2. Singh, B.D., Industrial Relations and Labour Laws, Excel Books, 2008 (**CR 2**)
3. Singh, B.D. Industrial Relations- Emerging Paradigms, Excel Books, 2<sup>nd</sup> Edition (**CR 3**)
4. Venkata Ratnam, C S, Industrial Relations, Oxford, 2011 (**CR 4**)
5. Rao, VSP, Human Resource Management, Excel Books, Second Edition (**CR 5**)

### **Session Plan**

<b>Session No.</b>	<b>Topics</b>	<b>Learning Outcomes</b>	<b>Pedagogy</b>	<b>Pre readings/ Case Study</b>
1	Industrial Relations • Definition & Concept of IR	K1A2	Lecture	Chap-1, CR-1 Chap-1, CR-2
2-3	Nature of I R Models Theories	K1A2	Lecture	Chap 1-2, CR-2
4	Case Discussion	S3A1	Discussion	Honda Crisis: Lessons to be Learnt
5	Trade Unionism • Definition • Types of Trade Unions • Roles and Functions	K2A1	Lecture	Chap-2, CR 1
6	• Trade Unionism Vs Labour Movement • Trade Union Act, 1926	K3A1	Lecture	Chap-2, CR 1 Case: Registrar of Trade Union v. Mihir Kumar Gooha. AIR 1963 Calcutta 56 CMT Institute v. Assistant Labour Commissioner, (1979) 1 LLJ 192
7	Case Study	S3A2	Discussion	Maruti Udyog Limited: Industrial Unrest of 2000-2001 (A)
8	Employee Problems • Discipline and Misconduct • Grievance Handling Procedure • Labour turnover, absenteeism	K3A2	Lecture	Chap-22, CR-5
9	Employee Problems • Industrial Employment (Standing Orders) Act, 1946	K1A2	Lecture	Chap-22, CR-5 Case: Balakrishnan Pillai v. Anant Engineering Works Pvt. Ltd., (1975) 2 LLJ 291

				Tata Chemicals Ltd. v. Kailash C Adhvaryar, (1965) 1 LLJ 54 (Gujarat)
<b>10</b>	Roleplays	S1A1	Discussion	Discipline; Grievance Handling
<b>11-12</b>	Collective Bargaining <ul style="list-style-type: none"> <li>• Definition &amp; Concept</li> <li>• Strategies and Tactics used in collective bargaining</li> <li>• Indian Scenario</li> </ul>	K1A2	Lecture	Chap-9, CR 1
<b>13</b>	Workers' Participation in Management <ul style="list-style-type: none"> <li>• Introduction</li> <li>• Importance</li> <li>• Various schemes of workers' participation</li> <li>• Indian Scenario</li> </ul>	K2A1	Lecture	Chap-27, CR 1
<b>14</b>	Industrial Dispute and Industrial Dispute Act, 1947	K2	Lecture	Chap-14, CR 1 Case: Bombay Union of Journalists v. The Hindu AIR (1963) SC 318 Dharangadhra Chemical Works Ltd. v. State of Saurashtra, AIR (1957) SC 264 at 267
<b>15-16</b>	The Factories Act, 1948	K2	Lecture	Chap-9, CR-2 Case: State vs L.C. Patel on 4 March, 1959 Employees State Insurance ... vs S.K. Aggarwal And Ors on 31 July, 1998
<b>17</b>	Management of Industrial Relations <ul style="list-style-type: none"> <li>• Positive Industrial Relations</li> </ul>	K1A2	Lecture	Chap-22, CR-4 Chap-5, RB-2
<b>18</b>	ILO, India and International Labour Standards	K4	Lecture	Chap-25, CR-4
<b>19-20</b>	Presentation by students	S2A2	Presentation	-

## Case Writing Assignment

### Purpose

The purpose of this assignment is

- a) To broaden your knowledge of a specific topic
- b) To help you gain experience in gathering, interpreting, and documenting information, developing and organizing ideas and conclusions and communicating them effectively in the form of paper
- c) To apply the concept learnt in the class

### Style of Case study

**Cover Page** – Your name and title should go on the first page immediately before the beginning of the text you have written

**Margin** – 1 inch

**Font** – Arial/ Times New Roman 10/12

**Spacing**- 1.5

### References (For secondary source):

For example

Eder, P., & Eisenberger, R. (2008). Perceived Organisational Support: Reducing the Negative Influence of Co-worker Withdrawal Behaviour. *Journal of Management*, 34, 55-68

### Deadlines

What you must do	What you must produce	When it is due
1. Select a company	A proposal paragraph	Friday of Second Week of the term
2. Prepare final case alongwith references	Case study Soft Copy as well as Hard Copy	Friday of second last Week of the term
3. Presentation	Power point presentation	Last two sessions

### Nature of the assignment

This assignment will be done in a team of 3 students

### Description of Surprise Quizzes, Mid Term and End Term Examination

#### 1) Surprise Quizzes

There will be two surprise quizzes to evaluate students' understanding of the subject and are they reading regularly

#### 2) Mid Term/ End Term Examination

Situation based questions will be asked to check how much students are able to apply the knowledge they have learnt in the class room to solve practical problem.

### Plagiarism

We are committed to upholding the highest standards of academic integrity and honesty. Plagiarism in any form is unacceptable and will be treated seriously. All such cases will be referred to the appropriate body of the Institute for suitable disciplinary action.