

# Employee Relations and Labour Laws



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# INTERNATIONAL MANAGEMENT INSTITUTE, BHUBANESWAR

Post Graduate Diploma in Management (PGDM)  
Employee Relations and Labour Laws (ER604)

CREDIT: Full (three credits)  
SESSION DURATION: 60 Minutes  
TERM: IV  
YEAR: 2018-2019

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## 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)

Evaluation Scheme	Component	Learning Outcomes	Marks
	Case Writing Assignment	S1S2S3A1A2	20
	Class Participation	S1S3A1	10
	Surprise Quizzes	K1K2K3K4	10
	Mid Term	K1K2K3	20
	End Term	K1K2K3K4	40
	Total		100
<b>Pedagogic tools</b>	Lecture, Discussions, Case Studies Role Plays, Business Games		

#### Course Reading (CR)

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

## Session Plan

Session No.	Topics	Learning Outcomes	Pedagogy	Pre readings/ Case Study
1	Employee Relations <ul style="list-style-type: none"> <li>• Definition &amp; Concept of ER</li> <li>• ER Vs IR</li> </ul>	K1A2	Lecture	Chap-1, CR#1 Chap-1, CR#2
2-4	Nature of IR Models Theories Case Discussion	K1A2 S3A1	Lecture and Discussion	Chap 1-2, CR#2 Honda Crisis: Lessons to be Learnt
5	Trade Unionism <ul style="list-style-type: none"> <li>• Definition</li> <li>• Types of Trade Unions</li> <li>• Roles and Functions</li> </ul>	K2A1	Lecture	Chap-2,CR#1
6-8	<ul style="list-style-type: none"> <li>• Trade Unionism Vs Labour Movement</li> <li>• Trade Union Act, 1926</li> </ul> Case Study	K3A1 S3A2	Lecture & Discussion	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 Case: Maruti Udyog Limited: Industrial Unrest of 2000-2001

				(A)
<b>9-10</b>	Employee Problems <ul style="list-style-type: none"> <li>• Discipline and Misconduct</li> <li>• Grievance Handling Procedure</li> <li>• Labour turnover, absenteeism</li> </ul>	K3A2	Lecture	Chap-22, CR#5
<b>11-13</b>	Employee Problems <ul style="list-style-type: none"> <li>• Industrial Employment (Standing Orders) Act, 1946</li> </ul> <p>Roleplays</p>	K1A2 S1A1	Lecture & Discussion	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) Roleplays: Discipline; Grievance Handling
<b>14-16</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>17-18</b>	Workers' Participation in Management <ul style="list-style-type: none"> <li>• Introduction</li> </ul>	K2A1	Lecture	Chap-27, CR#1

	<ul style="list-style-type: none"> <li>• Importance</li> <li>• Various schemes of workers' participation</li> <li>• Indian Scenario</li> </ul>			
<b>19-21</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>22-25</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>26</b>	Management of Employee Relations <ul style="list-style-type: none"> <li>• Positive Employee Relations</li> </ul>	K1A2	Lecture	Chap-5, CR#3
<b>27</b>	ILO, India and International Labour Standards	K4	Lecture	Chap-25, CR#5
<b>28-30</b>	Industrial Relations Climate in India	S2A2	Lecture & Discussion	Chap 4, CR#4

## 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

### **Rubrics of Case Writing and presentation (20 Marks)**

#### **Scoring Rubric for assignment**

<b>Level of Achievement</b>	<b>Case</b>	<b>Presentation</b>
<b>Exemplary</b>	<ul style="list-style-type: none"><li>•Addresses the issues.</li><li>•Presents arguments in a logical order.</li><li>•Uses acceptable style and grammar (no errors).</li><li>•Backs conclusions with data and warrants</li></ul>	<ul style="list-style-type: none"><li>• No error in PPTs</li><li>• Teamwork and excellent display of communication skills</li><li>• Excellent handling of Q &amp; A</li></ul>
<b>Very Good</b>	<ul style="list-style-type: none"><li>•Does not address the issue explicitly, although does so tangentially.</li><li>•States a relevant and justifiable presentation.</li><li>•Presents arguments in a logical order.</li><li>•Uses acceptable style and grammar {one or two error(s)}.</li></ul>	<ul style="list-style-type: none"><li>•Demonstrates accurate but only adequate understanding of the question because does not back conclusions with warrants and data.</li></ul>
<b>Good</b>	<ul style="list-style-type: none"><li>• Address the issue ambiguously</li><li>• Presents arguments in a less logical order.</li><li>•• Fails to use acceptable style and grammar (two or more errors).</li></ul>	<ul style="list-style-type: none"><li>•_Okay kind of presentation</li><li>•Less thorough than above.</li><li>•Missing links in presentation.</li><li>•Poor flow</li></ul>
<b>Needs Improvement</b>	<ul style="list-style-type: none"><li>•Does not address the question.</li><li>•States no relevant answers.</li><li>•Indicates misconceptions.</li><li>•Is not clearly or logically organized.</li></ul>	<ul style="list-style-type: none"><li>•Does not demonstrate accurate understanding of the Q &amp; A.</li><li>•presentation not in order.</li><li>• No flow</li></ul>

<b>Exposed</b>	Many things mentioned above are missing and contents are unrelated /irrelevant	•Irrelevant material and poorly designed presentation
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### **Plagiarism**

We are committed to upholding the highest standards of academic integrity and honesty. Plagiarism is the use of or presentation of ideas, works that are not one's own and which are not common knowledge, without granting credit to the originator. You may refer the already available content just for your reference and to get the basic ideas. Only 20% of such content is acceptable, above that comes under the definition of Plagiarism which is unacceptable in IMI and will be treated seriously. All such cases will be referred to the appropriate body of the Institute for suitable disciplinary action.

### **Make up Examination**

As per IMI rules mentioned in Student's Handbook

### **Grading Policy**

As per IMI rules mentioned in Student's Handbook

