



# C. U. SHAH UNIVERSITY, Wadhwan City



## FACULTY OF MANAGEMENT STUDIES MASTER OF BUSINESS ADMINISTRATION (MBA)

SEMESTER III (THREE)

CODE 5MS03MLL1

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

### Teaching & Evaluation Scheme

Teaching Scheme ( Hours)				Evaluation Scheme ( Marks)		
Th	Tu	P	Total	Sessional	University	Total
4	0	0	4	30	70	100

### Objectives

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

**Prerequisites** Basic knowledge of Management of Industrial Relations and Labour Legislations.

### Course outline

Sr no.	Course Outline	No. of hours
I	<p>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</p> <p><b>Industrial Disputes Act, 1947</b> 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</p>	18



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	closure, offences and penalties, unfair Labour practices, etc. Important Supreme Court Cases on Industry, Workman, Strikes, Retrenchment, etc.	
II	<p><b>Trade Unions Act,1926.</b> 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. <b>Industrial Employment Standing Order Act, 1946</b> 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><b>Industrial Employment Standing Order Act, 1946</b> 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><b>Shops and Establishment Act, 1948</b> 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>	18
III	<p><b>Factories Act, 1948</b> 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><b>Contract Labour(Regulation &amp;Abolition) Act, 1970</b> 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 penalties, etc.</p>	14
IV	<p><b>Collective Bargaining</b> 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</p>	10
<b>Total Hours</b>		<b>60</b>



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## Learning Outcomes

**Theoretical Outcomes** Understanding the importance of Industrial Relations and Labour Legislations and their management.

**Practical Outcomes** Application of the legal implications in Human Resource Management.

## Teaching & Learning Methodology

- Lectures
- Case Studies
- Class Participation

## Books Recommended

1. 'Labour and Industrial Laws', P K Padhi, PHI.
2. 'Industrial Relations', C S VenkataRatnam, Oxford.
3. 'Industrial Relations and Labour Laws', B D Singh, Excel.

## E-Resources

1. [www.tmhshop.com/Industrial-relations-and-labour-laws](http://www.tmhshop.com/Industrial-relations-and-labour-laws)
2. [www.gtuinto.in/Syllabus/Subject/830303/Management+of Industrial Relations and Labour Legislations](http://www.gtuinto.in/Syllabus/Subject/830303/Management+of+Industrial+Relations+and+Labour+Legislations)