



Subject: IR & Labour Laws - MBAHR13509

Type of course: Major (Core)

Prerequisite:

Basic understanding of management principles and human resource management concepts.

Rationale:

Understanding Industrial Relations and Labour Laws is crucial for managing workforce dynamics, ensuring legal compliance, and fostering a harmonious work environment, which are essential for organizational effectiveness and sustainability in a globalized economy. This subject equips students with the necessary knowledge and practical skills to navigate and address complex labor issues.

Teaching and Examination Scheme:

Teaching Scheme			Credits C	Examination Marks					Total Marks
CI	T	P		Theory Marks		Practical Marks		CA	
				ESE	MSE	V	P	ALA	
04	00	00	04	60	30	10	00	50	150

Legends: CI-Class Room Instructions; T – Tutorial; P - Practical; C – Credit; ESE – End Semester Examination; MSE- Mid Semester Examination; V – Viva; CA - Continuous Assessment; ALA-Active Learning Activities.



Course Content:

Sr. No	Course content	Hrs.	% Weightage
1	<p>Introduction to Industrial Relations (IR)</p> <ul style="list-style-type: none"> • Concept and Scope of Industrial Relations: Definition, objectives, and importance of IR. • Historical Development of IR in India: Pre and post-independence era, evolution of labor policies. • Key Players in Industrial Relations: Employers, employees, and government. • Industrial Disputes: Causes, types, and impact on economy. • Mechanisms for Dispute Resolution: Conciliation, arbitration, and adjudication. • Role of Trade Unions: Functions, rights, and responsibilities of trade unions in India. • Collective Bargaining: Process, levels, and strategies. 	15	25
2	<p>Labour Laws in India - An Overview</p> <ul style="list-style-type: none"> • Introduction to Labour Laws: Need, importance, and constitutional provisions. • The Factories Act, 1948: Objectives, scope, and key provisions. • The Industrial Disputes Act, 1947: Definitions, authorities under the act, and settlement of industrial disputes. • The Trade Unions Act, 1926: Registration, rights, and liabilities of trade unions. • The Employees' Compensation Act, 1923: Objectives, scope, and key provisions. • The Payment of Wages Act, 1936: Objectives, scope, and key provisions. • The Minimum Wages Act, 1948: Objectives, scope, and key provisions. • The Industrial Employment (Standing Orders) Act, 1946: Objectives, scope, and key provisions. 	15	25
3	<p>Emerging Trends and Challenges in IR & Labour Laws</p> <ul style="list-style-type: none"> • Globalization and Its Impact on IR: Changes in labor markets, employment relations. • Technological Advancements: Impact on work patterns, employment, and labor laws. • Workplace Diversity and Inclusion: Laws and policies promoting diversity. 	15	25



	<ul style="list-style-type: none"> • Contract Labour and Gig Economy: Legal framework and challenges. • Employee Health and Safety: Laws governing occupational health and safety. • Dispute Management in the Digital Era: New challenges and strategies. • Corporate Social Responsibility (CSR): Role of CSR in industrial relations. 		
4	<p>Case Studies and Practical Applications</p> <ul style="list-style-type: none"> • Case Studies on Industrial Disputes: Analysis of landmark cases. • Negotiation and Conflict Resolution: Role-play and simulations. • Collective Bargaining Agreements: Review and analysis of actual agreements. • Legal Compliance Audits: Methods and practices. • Workplace Safety Inspections: Practical approaches. • Mock Trials: Simulations based on labor laws. • Guest Lectures and Workshops: Sessions with industry experts. 	15	25

Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	<p>Trade Union Exploration:</p> <p>Students will have to select any one trade union of India and prepare detailed information report of the trade union and upload the PDF on GMIU Web Portal.</p>	10
2	<p>Collective Bargaining Learning:</p> <p>Students have to prepare presentation on collective bargaining process relating it with one example from any one movie and upload the PPT on GMIU Web Portal.</p>	10
3	<p>CSR Analysis:</p> <p>Students will select any one Indian company and analyze and explain the CSR activities of the selected company and prepare a report and upload the PDF on GMIU web portal.</p>	10
4	<p>Dispute Resolution Mechanism:</p> <p>Students will study one real life dispute resolution methods example and explain their learning's in form of a report and upload the PDF on GMIU web portal.</p>	10



5	Case Study: Faculty will provide a topic and Idea related to case study. Students will prepare the solutions on the given case / situation and upload it to GMIU web portal.	10
Total		50

Suggested Specification table with Marks (Theory):60

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	30%	30%	30%	10%	-	-

Note: This specification table shall be treated as a general guideline for students and teachers.

The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcome:

After learning the course, the students should be able to:	
CO1	Understand foundational concepts and history of industrial relations.
CO2	Gain comprehensive knowledge of significant labor laws in India.
CO3	Identify and analyze emerging trends and challenges in IR and labor laws.
CO4	Develop practical skills in managing industrial relations and legal relations

Instructional Method:

The course delivery method will depend upon the requirement of content and need of students. The teacher in addition to conventional teaching method by black board, may also use any of tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction.

Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses, Virtual Laboratory

The internal evaluation will be done on the basis of Active Learning Assignment

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in laboratory.



Reference Books:

- [1] Bhatia, S. K. (2019). Constructive Industrial Relations and Labour Laws. Deep & Deep Publications.
- [2] Kapoor, N. D. (2021). Elements of Industrial Law. Sultan Chand & Sons.
- [3] Padhi, P. K. (2019). Labour and Industrial Laws. PHI Learning Pvt. Ltd.
- [4] Mamoria, C. B., Mamoria, S., & Gankar, S. V. (2017). Dynamics of Industrial Relations. Himalaya Publishing House.
- [5] Srivastava, S. C. (2020). Industrial Relations and Labour Laws. Vikas Publishing House.

