



Gyanmanjari
Innovative University

Course Syllabus

Gyanmanjari Institute of Management Studies

Semester-7 (BBA)

Subject: Industrial Relations & Labour Laws – BBAHR17402

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.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks			Total Marks
CI	T	P		C	SEE	CCE	
			MSE			ALA	
4	0	0	4	100	30	70	200

Legends: CI-Classroom Instructions; T – Tutorial; P - Practical; C – Credit; SEE - Semester End Evaluation; MSE- Mid Semester Examination; V – Viva; CCE-Continuous and Comprehensive Evaluation; ALA- Active Learning Activities.

4 Credits * 25 Marks = 100 Marks (each credit carries 25 Marks)

SEE 100 Marks will be converted in to 50 Marks

CCE 100 Marks will be converted in to 50 Marks

It is compulsory to pass in each individual component.



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. 	15	25
2	<p>Labour Laws in India - An Overview</p> <ul style="list-style-type: none"> • Introduction to Labour Laws: Need, importance of Labour Laws, • Constitutional provisions, • Social Justices, • Impact of Liberalization and Globalization. <p>Trade Unions Act, 1926</p> <ul style="list-style-type: none"> • 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. 	15	25

<p>3</p>	<p>Industrial Employment Standing Order Act, 1946</p> <ul style="list-style-type: none"> • Introduction, definitions, Objectives, • Model Standing Orders, • Procedure for approval of standing orders, • Appeal, • Modification of standing orders, • Certifying Officer, • Subsistence allowance, • Offences and penalties. <p>Occupational Safety, Health and Working Conditions, Code, 2020</p> <ul style="list-style-type: none"> • Introduction, Meaning, Registration, • Duties of employer and employees, • Occupational safety and health, health, safety and working condition, • Welfare provisions, • Hours of work and annual leave with wages, • Maintenance of registers, • Records and returns, • Inspector-cum-facilitators and other authority, • Special provision relating to employment of women. 	<p>15</p>	<p>25</p>
<p>4</p>	<p>Contract Labour (Regulation & Abolition) Act, 1970</p> <ul style="list-style-type: none"> • 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>Collective Bargaining</p> <ul style="list-style-type: none"> • 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>Sexual harassment of women in workplace Nature of problem, Supreme Court's guidelines on this issue, etc.</p>	<p>15</p>	<p>25</p>



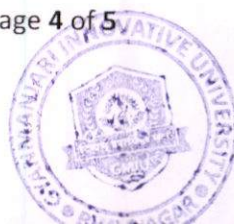
Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	Trade Union Exploration: 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.	10
2	Collective Bargaining Learning: 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.	10
3	Labour Law Application Study: Students will study any one labour law as applied in a company/SME and prepare a report on its implementation and upload the PDF on GMIU web Portal.	10
4	Dispute Resolution Mechanism: 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.	10
5	Standing orders Implementation Study: Students will select a company/SME and study how Standing Orders are implemented in the organization. Prepare a detailed report and upload the PDF on GMIU Web Portal.	10
6	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 the PDF on GMIU web portal.	10
7	Attendance	10
Total		70

Suggested Specification table with Marks (Theory): 100

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weight age	30%	40%	10%	10%	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	Analyze the framework of Labour Laws in India and key provisions of Trade Unions Act, 1926.
CO3	Evaluate the procedural requirements for the certification and modification of Standing Orders.
CO4	Apply provisions related to welfare, health, and wages of contract labour, and the role of regulatory authorities (Advisory Boards).

Instructional Method:

The course delivery method will depend upon the requirement of content and the needs of students. The teacher, in addition to conventional teaching methods by black board, may also use any 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. 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 the laboratory.

Reference Books:

- [1] "Padhi, P. K. (2019). Labour and Industrial Laws. PHI Learning Pvt. Ltd.
- [2] The gazette of India extraordinary. the occupational safety, health and working conditions. published by authority.
- [3] "Mamoria, C. B., Mamoria, S., & Gankar, S. V. (2017). Dynamics of Industrial Relations. Himalaya Publishing House.
- [4] Srivastava, S. C. (2020). Industrial Relations and Labour Laws. Vikas Publishing House.
- [5] Bhatia, S. K. (2019). Constructive Industrial Relations and Labour Laws. Deep & Deep Publications.

