



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

Programme Name: MMS

Name of the Course: Labour Laws and Implications on IR

Maximum marks: 100

Name of the Faculty: Mrs Preetinder Singh

Mobile No: 9833122131

Weblink: -

No. of Sessions: 14 Sessions totalling 40 Hrs

Email: preetisingh272@gmail.com

Learning Objectives:

Developing an understanding of prevailing Labour legislation and its relation to IR, Developing an understanding on dispute resolution mechanisms, Understanding the constitutional provisions and Govt machinery for implementation of labour laws, Understanding history, provisions, case laws and amendments to the Acts

Reference Books:

Dynamics of Industrial Relations in India - By Mamoria, C. B. & Mamoria, S. - Himalaya Publishing House
Industrial Relations: Conceptual & Legal Framework. - By Sarma, A. M. - Himalaya Publishing House
Labour and Industrial Laws – By Misra, S. N. – Central Law Publications, and
Bare Acts

Plan:

| Session No | Topics to be covered | Books referred/ Recommended/ References- Print/Articles/ News/Research papers/ Online database/ Software /Simulations used | Learning outcomes | Evaluation of Students understanding by MCQs, Quiz, Short Test |
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|---|---|---|--|---|
| 1 | Concept and importance of IR, components of IR system, Systems approach to IR and IR model, Relating IR to labour laws, IR history in brief, policy evolution, Legislative frame work, enactments and impact of ILO | Dynamics of Industrial Relations in India - By Mamoria, C. B. & Mamoria, S. - Himalaya Publishing House, Industrial Relations: Conceptual & Legal Framework. - By Sarma, A. M. - Himalaya Publishing House, Arbiter Periodical, Current News and Articles on Industrial relations and Labour Laws | Developing an understanding of dynamics of IR and its relation to prevailing Labour legislation | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 2 | Managing Industrial conflict thru statutory and Non-statutory measures, Trade Unions, Collective Bargaining, Basic Grievance machinery and disciplinary procedure | Dynamics of Industrial Relations in India - By Mamoria, C. B. & Mamoria, S. - Himalaya Publishing House, Industrial Relations: Conceptual & Legal Framework. - By Sarma, A. M. - Himalaya Publishing House, Arbiter Periodical, Current News and Articles on Industrial relations and Labour Laws | Developing an understanding on dispute resolution mechanisms | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 3 | Importance, mechanism, forms, forums of Workers Participation in Management with Examples | Dynamics of Industrial Relations in India - By Mamoria, C. B. & Mamoria, S. - Himalaya Publishing House, Industrial Relations: Conceptual & Legal Framework. - By Sarma, A. M. - Himalaya Publishing House, Arbiter Periodical, Current News and Articles on Industrial relations and Labour Laws | Developing an understanding on dispute resolution mechanisms | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 4 | Government of India Structure, Constitutional provisions for labour, Structure of Courts and appropriate authorities in India, Principles of Labour Laws Classification of Labour Laws viz: Regulative, Employment, Wage, Social Security & IR, Labour laws with IR implications for futuristic India | Dynamics of Industrial Relations in India - By Mamoria, C. B. & Mamoria, S. - Himalaya Publishing House, Industrial Relations: Conceptual & Legal Framework. - By Sarma, A. M. - Himalaya Publishing House, Arbiter Periodical, Current News and Articles on Industrial relations and Labour Laws And Labour and Industrial Laws – By Misra, S. N. – Central Law Publications | Understanding the constitutional provisions and Govt machinery for implementation of labour laws | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 5 | Industrial Relations Legislation: 1. Industrial Dispute Act 1947 1.1 Alternate Dispute Resolution Mechanisms | Labour and Industrial Laws – By Misra, S. N. – Central Law Publications And Bare Acts | Understanding History, provisions, case laws and amendments | Periodic MCQs/ tests, Group discussions, presentations, assignments |



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| 6 | Industrial Relations Legislation: 2. Trade Union Act 1926 & MRTUP & PULP 1971 (only unions politics & recognition provision) 3. Industrial Employment (Standing Order) Act 1946 | Labour and Industrial Laws – By Misra, S. N. – Central Law Publications And Bare Acts | Understanding History, provisions, case laws and amendments | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 7 | Regulatory Legislations 1. The Factories Act, 1948 2. The Bombay Shop and Establishment Act, 1948# | Labour and Industrial Laws – By Misra, S. N. – Central Law Publications And Bare Acts | Understanding History, provisions, case laws and amendments | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 8 | Social Security Legislations 1. Workmen’s Compensation Act 1923 (with sums) 2. ESI Act 1948# | Labour and Industrial Laws – By Misra, S. N. – Central Law Publications And Bare Acts | Understanding History, provisions, case laws and amendments | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 9 | Social Security Legislations 3. Gratuity Act 1972 4. Provident Fund Act & Misc. Provisions Act 1952 | Labour and Industrial Laws – By Misra, S. N. – Central Law Publications And Bare Acts | Understanding History, provisions, case laws and amendments | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 10 | Wage Legislations 1. Payment of Wages Act 1936 2. Minimum Wages Act 1948 | Labour and Industrial Laws – By Misra, S. N. – Central Law Publications And Bare Acts | Understanding History, provisions, case laws and amendments | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 11 | Overview of few laws 1. Maternity Benefit Act 1961 2. Apprentice Act 1961 3. Employment Exchange Act 1951 4. Payment of Bonus Act 1965 | Labour and Industrial Laws – By Misra, S. N. – Central Law Publications And Bare Acts | Understanding History, provisions, case laws and amendments | Periodic MCQs/ tests, Group discussions, presentations, assignments |
| 12 | Internal assessment | - | As above | As above |
| 13 | Industry/ Field Visit | - | - | - |



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| 14 | Revision | - | - | - |
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2. Practical Approach: Other activities (At least 4 distinct activities)

| Sr. No. | Activity Name | Topic Covered | Learning outcomes | Source |
|---------|---------------------------------------|---|--|---------------|
| 1 | Role Play | | | |
| 2 | Industry Visit | Govt Machinery | Developing understanding | - |
| 3 | Academic Projects | Group Presentations on some labour laws | Understanding Laws and presentation skills | Acts |
| 4 | Book Review | | | |
| 5 | Group Discussion | Important current IR issues and Legislation changes | Keeping updated on current affairs of IR/ Laws | News articles |
| 6 | Business Quiz / Business News sharing | Labour laws covered | Understanding Laws | News articles |
| 7 | Videos / Simulation | | | |
| 8 | Use of Software and Labs | | | |
| 9 | Any other activity | | | |



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Evaluation:

I) Internal:

| Component | Details | Marks |
|-------------------------------|--|--------------|
| Class Test (Periodic) | Prevailing Labour legislation and its relation to IR | 20 |
| Presentation | Group Presentations on some labour laws | 10 |
| Case Study/ Group Discussions | Important current IR issues and Legislation changes | 5 |
| Participation/ Attendance | - | 5 |
| Others | | |

Signature of Faculty

Signature of the Co-ordinator