



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS/PGDM)
Academic Year (2016-2017)

Programme Name: MMS / PGDM: MMS

Name of the Course: Employee Relations and Labour Laws

Maximum marks: 100

No. of Sessions: 15

Name of the Faculty: Prof Kanchan A

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Weblink:

Learning Objectives:

- 1) To understand the concept and evolution of IR in India
 - 2) To understand various Labour Laws in India
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Reference Books:

- 1) Industrial Relations by C.S Venkat Raman, Oxford Education
- 2) Industrial Relations by A.M. Sharma, Himalaya Publishing House
- 3) Industrial Relations and Labour Laws by Priyali Ghosh



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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
1	Introduction to IR- Growth and Development of IR in India, History	Power point presentation and books referred Industrial relations and Labour Laws by Priyali Ghosh /chapter 1	To introduce students to the scenario of industrial relations in India	
2	IR issues in the organization- Different approaches to IR, Dunlops approach, System Approach, Oxford Model	Power point presentation and books referred Industrial relations by C.S Venkata Ratnam /chapter 2	To learn about the systems framework and theoretical perspectives concerning IR	
3	Approaches to IR- HR approach, Comprehensive IR model of internalist and externalist approach	Power point presentation and books referred Industrial relations by C.S Venkata Ratnam /chapter 2	To know the changing nature of employee relationships and learn about different ways of rule making in IR	
4	Management of Conflicts- Union recognition, Collective Bargaining and its process	Power point presentation and books referred Industrial relations and Labour Laws by Priyali Ghosh /chapter 5	To understand the process of CB in India and its implementation in the industry	



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5	Management Of Conflicts and methods to resolve conflicts	Power point presentation and books referred Industrial relations and Labour Laws by Priyali Ghosh /chapter 5	Various strategies and methods used for resolving conflicts	Small Test
6	Workers Participation in Management- Objectives, Types and Forms of WP in Management	Power point presentation and books referred Industrial relations and Labour Laws by Priyali Ghosh /chapter 11	To analyse the need for workers participation in management	
7	Workers Participation in Management- Kaizen, TQM, ISO	Power point presentation and books referred Industrial relations by A.M. Sharma /chapter 9	To outline the form of workers participation	
8	Labour Laws- Industrial Disputes Act, Trade Unions Act	Power point presentation and books referred Industrial relations and Labour Laws by Priyali Ghosh /chapter 15 and 16	To make them aware of various labour laws	
9	Labour Laws- Factories Act, Standing Orders Act	Power point presentation and books referred Industrial relations and Labour Laws by Priyali Ghosh	To make them aware of various labour laws	
10	Labour Laws- Shops and Establishments Act, Workmens Compensation Act	Power point presentation and books referred Industrial relations and Labour Laws by Priyali Ghosh	To make them aware of various labour laws	Small Test
11	Labour Laws-Payment of wages act, Minimum Wages Act, ESI Act	Power point presentation and books referred Industrial relations and Labour Laws by Priyali Ghosh	To make them aware of various labour laws	
12	Labour Laws- Gratuity Act, Provident Fund Act	Power point presentation and books referred Industrial relations and Labour Laws by Priyali Ghosh	To make them aware of various labour laws	
13	Structure of Labour Courts and Case Law	Power point presentation and books referred Industrial relations by A.M. Sharma /chapter 18	To make them aware of various Case laws	
14	Class Test and Presentations			
15	Class Test and Presentations			



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2. Practical Approach : Other activities (Atleast 4 distinct activities)

Sr. No.	Activity Name	Topic Coverd	Learning outcomes	Source
1	Role Play	Collective Bargaining, Management of Conflicts		
2	Group Discussion	Newly implemented laws in the industry		
3	Business Quiz / Business News sharing	Various Labour Laws and its implementation in industry through news paper reports and research journals		
4	Videos / Simulation	Practices in the industries of various laws		
5	Use of Softwares and Labs			



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Evaluation:

I) Internal:

Component	Details	Marks
Class Test	An internal class test of 10 marks shall be taken twice	20
Presentation	An individual presentation shall be taken	10
Case Study	Various case studies shall be discussed during the session and marks shall be given based on the participation in the discussion	10
Participation		
Others		

Signature of Faculty

Signature of the Co-ordinator