



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (PGDM)**  
**Academic Year (2017-2018)**

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**Programme Name: PGDM**

**Term: VI**

**Name of the Course: Labour Laws**

**Maximum marks: 100**

**No. of Sessions: 10 Sessions Totalling 30 Hrs**

**Name of the Faculty: Mrs Preetinder Singh**

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**Email: preetisingh272@gmail.com**

**Weblink: -----**

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**Learning Objectives:**

Developing an understanding of prevailing Labour legislation, Understanding the constitutional provisions and Govt machinery for implementation of labour laws, Understanding history, provisions, case laws and amendments to the Acts

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**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

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**Plan:**

DR VN BRIMS/REC/ACA/05



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| <b>Session No</b> | <b>Topics to be covered</b>   | <b>Books referred/ Recommended/ References-<br/>Print/Articles/ News/Research papers/ Online<br/>database/ Software /Simulations used</b>  | <b>Learning Outcomes</b>   | <b>Evaluation of Students<br/>Understanding by<br/>MCQs, Quiz, Short Test</b> |
|-------------------|---|--|--|---|
| 1                 | Concept and importance of labour laws, History in brief, Government of India Structure, Constitutional provisions for labour, policy evolution, Legislative frame work, enactments and impact of ILO, Structure of Courts and appropriate authorities in India, Principles of Labour Laws Classification of Labour Laws viz: Regulative, Employment, Wage, Social Security & IR, etc. | 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/ Labour Laws | Developing an understanding of prevailing Labour legislation, the constitutional provisions and Govt machinery | Periodic MCQs/ tests, Group discussions, presentations, assignments           |
| 2                 | Regulatory Legislations :<br>The Factories Act, 1948  | DO   | Understanding<br>History,<br>provisions, case<br>laws and  | DO  |



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|   |   |    | amendments |    |
|---|---|----|------------|----|
| 3 | Industrial Relations Legislation:<br>The Industrial Employment (Standing Order) Act 1946<br>And<br>The Trade Union Act 1926 & MRTUP & PULP 1971 | DO | DO         | DO |
| 4 | Industrial Relations Legislation:<br>The Industrial Dispute Act 1947  | DO | DO         | DO |
| 5 | Wage Legislations:<br>The Payment of Wages Act 1936<br>And<br>The Minimum Wages Act 1948  | DO | DO         | DO |
| 6 | The Maternity Benefit Act 1961<br>And<br>The Payment of Bonus Act 1965  | DO | DO         | DO |
| 7 | Social Security Legislations:<br>The Workmen's Compensation Act   | DO | DO         | DO |



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|   |   |    |          |          |
|---|---|----|----------|----------|
|   | 1923<br>And<br>The Employee Provident Fund Act &<br>Misc. Provisions Act 1952   |    |          |          |
| 8 | Social Security Legislations:<br>The Payment of Gratuity Act 1972<br>And<br>The Employee State Insurance Act,<br>1948 | DO | DO       | DO       |
| 9 | Internal assessment   | -  | As above | As above |
| 9 | Revision  | -  | As above | As above |

**2. Practical Approach : Other activities (At least 4 distinct activities)**

| <b>Sr. No.</b> | <b>Activity Name</b> | <b>Topic Covered</b>                    | <b>Learning outcomes</b>                   | <b>Source</b> |
|----------------|----------------------|---|--|---------------|
| 1              | Role Play            |   |  |               |
| 2              | Industry Visit       |   |  |               |
| 3              | Academic Projects    | Group Presentations on some labour laws | Understanding Laws and presentation skills | Acts          |



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|   |                                       |   |  |               |
|---|---------------------------------------|---|--|---------------|
| 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:**

| <b>Component</b>              | <b>Details</b>   | <b>Marks</b> |
|-------------------------------|--|--------------|
| Class Test (Periodic)         | Prevailing Labour Laws   | 20           |
| Presentation                  | Group Presentations on some labour laws                              | 10           |
| Case Study/ Group Discussions | Class participation on current labour issues and legislation changes | 5            |
| Participation                 | Attendance   | 5            |
| Others                        |  |              |

**Signature of Faculty**

**Signature of the Co-ordinator**