



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2019-2020)

Semester: III

Programme: MMS

Period: July 2019 – Nov 2019

Course Code: MMS-H307

Name of the Subject: Labour Laws and Implications on IR

Max Marks:100 (60+40)

No. of Sessions: 13 (3 hrs each)

Name of the Faculty: Mrs Preetinder Singh

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Program Outcomes (PO)

1. Nurture leadership skills, team-membership skills and mutual trust.
2. Demonstrate decision-making ability.
3. Ability to develop culture of technology-usage.
4. Inculcate social sensitivity among students.
5. Integrate and apply business knowledge and management techniques for problem-solving / analytical skills.

Course Outcomes (CO)

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

Reference Books:

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

A. Plan:

Sess ion No.	Pl. Date	Topic	Ref. Study Material	Course Outcomes
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



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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
3		Internal Test AND 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
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: Regulatory, 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
5		Industrial Relations Legislation: 1. Industrial Dispute Act 1947 1.1 Alternate Dispute	Labour and Industrial Laws – By Misra, S. N. – Central Law Publications And	Understanding History, provisions, case laws



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		Resolution Mechanisms	Bare Acts	and amendments
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
7		Internal Test AND Regulatory Legislation 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
8		Social Security Legislation 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
9		Social Security Legislation 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
10		Wage Legislation 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
11		Internal Test AND 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
12		Industry/ Field Visit	-	-
13		Revision and Doubt Clearing	-	-



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B. Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Case study (current affairs)			
2	Academic Projects	Group Presentations on some labour laws	Understanding Laws and presentation skills	Acts
3	Group Discussion	Important current IR issues and Legislation changes	Keeping updated on current affairs of IR/ Laws	News articles
4	Role Play			
5	Industry Visit	Govt Machinery	Developing understanding	
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			

C. Innovative pedagogy adopted:

1	Student-centric methods, such as Experiential learning, Participative learning and Problem solving methodologies are used for enhancing learning experiences:
1.1	With every concept, practical real world related issues are introduced for discussion and debate on every aspect to sensitize students and promote learning and develop analytical skills to equip them in dealing with real life situations in the field of IR. This is done through referring to recent press reports/articles/posts on: i) an ongoing strike or ii) a concluded strike or iii) a labour dispute, which is discussed in all its nuances and implications and further developments



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	searched and researched by students, which they analyze and present with their understanding and views before the class for Group discussions/ debate for enhancing understanding.
1.2	Relevant case studies are discussed and debated to help assimilation of concepts in industrial relations.
1.3	While teaching Labour Laws, the students are familiarized with the object and basic principles of laws and encouraged to demonstrate their understanding of applicability of Labour Laws by presenting the laws and explaining the different facets to the Class.
1.4	Case law is discussed to enhance the understanding of application to real life situations.
2	Use of ICT for Effective Teaching with Learning Management Systems (LMS), E-Learning resources, etc.:
2.1	Power point Presentations with graphs and charts are used to engage students. Students are also encouraged to make PowerPoint presentations to hone their presentation skills and use of ICT.
3	Innovation and Creativity in Teaching- Learning:
3.1	In all their presentations students are encouraged to relate the concepts taught to them and identify them when narrating a real life situation. The Case law helps understand applicability of the labour laws to actual issues/situations.

Prepared by:

Reviewed by:

Approved by:

Faculty

Specialisation

ADC

Date:

Date:

Date:



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B. Evaluation:

Component	Details	Marks
Presentations & Viva	Mandatory	5+5
Class Test (3 for MMS)	Mandatory (MCQ, Descriptive,. Etc)	20
Assignments / Others	Mandatory	5
Participation/Attendance	Mandatory	5
Final Exam	Mandatory	60

C. Student Performance Analysis:

<u>Avg. Attendance</u>	<u>Avg. Internal Marks</u>	<u>% Failed in Internals</u>	<u>Avg. Final Marks</u>	<u>% Failed in Final</u>	<u>No. of best students > 80%</u>	<u>No. of students needs improvement</u>



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D. Attainment:

	CO1	CO2	CO3		
PO1					
PO2					
PO3					

Comments / Suggestions / Recommendations:

Suggestions (if any) to students on subject related Certificate/Diploma or Add-on program: -

Signature of Faculty

Signature of the Co-ordinator / ADC