

**COURSE MODULE: INDUSTRIAL RELATIONS AND LEGISLATIONS**

Course Coordinator: <b>Ms. Lakshmi M R</b>				Academic Year: <b>2025-26</b>	
Department: <b>MBA</b>					
Course Code	Course Title	Core/Elective	Prerequisite	Contact Hours L: T: P	Total Hrs./ Sessions
<b>MBAHR314</b>	<b>Industrial Relations &amp; Legislations</b>	<b>Core</b>	<b>-</b>	<b>4:0:0</b>	<b>50</b>
<b>Course Learning Objective:</b> <ol style="list-style-type: none"><li>1. To describe and identify the application of Labour Laws regulating Industrial Relations in Organisation.</li><li>2. To describe and explain in her/his own words, the relevance and importance of Labour Laws and Industrial Relations in Organisation</li><li>3. To apply and solve the workplace problems through Labour Laws</li><li>4. To classify and categorize different Laws and Codes</li><li>5. To create and reconstruct Industrial Relations System to be adopted in the Organisation</li><li>6. To appraise and judge the practical applicability of Labour Laws regulating Industrial Relations in Organisation</li></ol>					
<b>Teaching-Learning Process (General Instruction):</b> <ol style="list-style-type: none"><li>1. Students will understand industrial relations concepts, historical evolution, and significance of labour laws.</li><li>2. Students will analyze workplace problems, grievance procedures, and dispute resolution mechanisms.</li><li>3. Students will gain practical experience in collective bargaining, employee discipline, and industrial relations processes.</li><li>4. Students will classify, compare, and apply various labour laws and understand statutory compliance requirements.</li><li>5. Students will engage in self-directed learning, enabling better understanding and in-class application.</li><li>6. Students will understand the practical implementation of labour laws and IR systems in real organizational settings</li></ol>					
<b>Module-1</b> <b>Introduction to Industrial Relations:</b> Industrial Relations: Overview, Importance, Approaches to IR, Parties to IR, System Model of IR, Industrial Employees of India, Problems of Industrial Workers (Absenteeism, Commitment, Work Ethics), Contemporary Issues in Employee Relations, Managing IR Changes. <b>TLP:</b> Power Point Presentation, Video demonstration or simulations, Chalk and Talk					
<b>Module-2</b> <b>Evolution of Labour Legislation in India</b> - History of Labour Legislation in India, Objectives of Labour Legislation, Types of Labour Legislations in India, Constitutional Provisions for the Protection of Labour Workforce in India, Rights of Woman Workers; The Present Labour Laws and Codes. <b>Concept and steps of Grievance</b> , Need for a Grievance Redressal procedure, Legislative aspects of the grievance redressal procedure in India, Model of Grievance redressal Procedure. <b>TLP:</b> Power Point Presentation, Video demonstration or simulations, Chalk and Talk					
<b>Module-3</b>					

**Collective Bargaining: Concept** – Function and Importance – Principles and forms of Collective bargaining, importance of Collective Bargaining, Process of Collective Bargaining, Negotiation, form of negotiation Workers' Discipline Management, causes of indiscipline, disciplinary Action - service rules, misconduct, investigation of allegations, show cause notice, charge sheet, domestic enquiry, Report of findings, punishments to be imposed. Workers participation In Management.

**TLP:** Power Point Presentation, Video demonstration or simulations, Chalk and Talk

#### **Module-4**

**Introduction to Employee Relations:** meaning and significance of employee relation in industry, Advantages and limitations of maintaining employee relations through unions. Legal provisions to maintain employee relation- works committee, conciliation, board of conciliation, voluntary arbitration, and adjudication.

**TLP:** Power Point Presentation, Video demonstration or simulations, Chalk and Talk.

#### **Module-5**

**Factory Act 1948**, Contract labour Act (Regulation and Abolition) Act 1970, The Payment of Wages Act 1936, The Minimum Wages Act 1948.

**TLP:** Power Point Presentation, Video demonstration or simulations, Chalk and Talk

#### **Module-6**

**Industrial Dispute Act 1947**, Trade Union act 1926. Employee State Insurance Act 1948, Employee Compensation Act 1923, Maternity Benefit Act 1961, Employee provident Fund and Miscellaneous Provisions Act 1952 , Gratuity Act 1972, Bonus Act 1965.

**TLP:** Power Point Presentation, Video demonstration or simulations, Chalk and Talk

#### **Course Outcomes:**

At the end of the course, the student will be able to:

CO1 Gain practical experience related to labour legislations in India across various sectors.

CO2 Acquire conceptual knowledge of Industrial relations and labour laws followed within industries.

CO3 Develop the greater understanding of IR concepts and its L2 application in solving various issues in IR.

CO4 Apply the IR and labour laws concepts in various industries in India.

#### **Assessment Details (both CIE and SEE)**

The weightage of Continuous Internal Evaluation (CIE) is 50% and for Semester End Exam (SEE) is 50%. The minimum passing marks for the CIE is 50% of the maximum marks. Minimum passing marks in SEE is 40% of the maximum marks of SEE. A student shall be deemed to have satisfied the academic requirements (passed) and earned the credits allotted to each course if the student secures not less than 50% in the sum total of the CIE (Continuous Internal Evaluation) and SEE (Semester End Examination) taken together.

#### **Continuous Internal Evaluation:**

Continuous Internal Evaluation: There shall be a maximum of 50 CIE Marks. A candidate shall obtain not less than 50% of the maximum marks prescribed for the CIE

**1. Two Unit Tests each of 50 Marks (Will be reduced to 25 marks)**

**2. Two assignments each of 25 Marks or one Skill Development Activity of 50 marks**

to attain the COs and POs

The sum of two tests, two assignments/Skill Development Activities, will be **scaled down to 50 marks**

**CIE methods /question paper is designed to attain the different levels of Bloom's taxonomy as per the outcome defined for the course.**

#### **Semester End Examination:**

The SEE question paper will be set for 100 marks and the marks scored will be proportionately reduced to 50.

- The question paper will have 8 full questions carrying equal marks.

- Each full question is for 20 marks with 3 sub questions.
- Each full question will have sub question covering all the topics.
- The students will have to answer five full questions; selecting four full questions from question number one to seven in the pattern of 3, 7 & 10 Marks and question number eight is compulsory.
- 40 percent theory and 60 percent problems in the SEE.

**List of Text Books**

1. Industrial Relations, S. Venkata Ratam and Manoranjan Dhal, Oxford Publication, 2017 (2nd edition).
2. Essentials of HRM and Industrial Relations, Rao, P Subba, Himalaya Publishing House, 03092024 2013 (5th edition).
3. Industrial Relations, Trade Union and Labour Legislation. PRN Sinha, Indu Bala Sinha, Seema Shekhar, Pearson, 2017 (3rd edition).
4. Industrial Relations and Labour Laws - Emerging Paradigms, B. D. Singh, Excel Book, 2008.

**Weblinks links and Video Lectures (e-Resources):**

1. <https://www.youtube.com/watch?v=P29Cp35JqGA>
2. <http://www.digimat.in/nptel/courses/video/110105069/L22.html>
3. <https://www.buytestseries.com/OnlineCourses/Industrial-Relations-MBA-Video-Lecture-Online>
4. <http://www.nitttrc.edu.in/nptel/courses/video/110105069/L22.html>
5. <https://www.icsi.edu/media/webmodules/publications/7.%20Industrial,%20Labour%20and%20General%20Laws.pdf>
6. <https://odl.ptu.ac.in/SLM/mba/4th/BOOK%20MBA%20968.pdf>
7. <https://www.scribd.com/document/435959602/Industrial-Relations-and-Labour-Laws-6th-SC-Srivastava-1-pdf>
8. <http://www.gopalancolleges.com/gcem/course-material/mba/hr-subjects/industrialregulations-legislation-14MBAHR301.pdf>

**Mapping of COS and POs**

	PO1	PO2	PO3	PO4	PO5	PSO 1	PSO 2	PSO 3	PSO 4
CO1	1				2	3			
CO2		2	2				2		
CO3				3		3		2	
CO4		2		2			1		2