

Amrita School of Business
Amrita Vishwa Vidyapeetham
Coimbatore

Term IV (June – Sep 2019)

Course Title:	Industrial Law
Course Code:	HR516E
Credits:	3
Total Sessions:	24
Course Instructor:	Prof P Gandhimathinathan
Contact Information:	gandhimathinathanp@gmail.com
Course Link:	https://drive.google.com/open?id=12ssCA5C5GMg-orDhPGUxHLqt2f3S4wwE
Office:	
Office hours:	Tuesday 2 pm – 4 pm
Course contributes mostly to:	Employability/ Skill Development/ Value-add

Course Description

This course is very critical to all HR managers and managers who deal with units and plants and have to abide by legal manpower implications. Managers who have to deal with working conditions, employment contracts, wage and salary design, social security and other work related contracts and disputes find this a very useful course.

Course Objectives

The dictum Ignorance of law is not an excuse (*Ignorantia Juris non excusat*) suggests that every person is presumed to know the law. It is therefore imperative and essential for all business executives to have the basic knowledge of at least the main provisions of the respective laws concerning their area of operation. Industrial Law can be defined as the branch of law that deals with the legal aspects of 3 different but inter related set of entities – Industries, labour and Government.

This course provides students with current and comprehensive information touching various aspects of Industrial Law. Inclusion of this course helps:

- To develop an all-round perspective on the employment relations
- Develop current and comprehensive information touching various and relevant aspects of Industrial Law
- Analyse and deal with practical legal scenarios in organizations

Alignment of course objectives (CO) with learning goals (LG) of Assurance of Learning

Derived from its mission, ASB has adopted five learning goals, (apart from the discipline competency) - the management-specific attributes, knowledge and skills that its graduates are expected to possess when they complete the programme. The six outcomes of this course are mapped to the 'Critical and integrative Thinking', 'Societal and Environmental Awareness' and 'Leadership' learning goals. The assessments, written report for the field visit and the writing exercise would reinforce the second learning goal, 'Effective written and oral communication'.

CO \ LG	Critical and integrative Thinking	Effective written and oral communication	Societal and Environmental Awareness	Ethical Reasoning	Leadership
CO1	3	1	2	3	1
CO2	3	2	2	3	1
CO3	3	2	2	3	1

Key: 3 – Highly relevant; 2 – Moderately relevant; 1 – Low relevance; 0- No relevance

Unit-wise scope for outcomes and Bloom's taxonomy

Industrial Law is an intense application oriented program, facilitating learning on the analytical, critical thinking, evaluating and implementing paradigms.

	CO 1	CO 2	CO 3
Bloom's Levels of Learning			
Creating			
Evaluating			X
Analyzing		X	X
Applying		X	X
Understanding	X	X	X
Remembering			

Structure of the course

Industrial Law is a course designed to acquire in-depth critical reasoning and ethical reasoning. The course enhances participants' knowledge and skills to analyse, evaluate, apply and deal with industrial disputes and frame relevant employee policies and practices. This is an HR elective that builds in-depth skills to analyse the organizational context and design appropriate IR strategies and policies. This course is an integral course for those who are looking at IR as a career or play the role of a HR manager or who would take responsibility of unit operations or head a plant. It builds on strong conceptual knowledge and builds sharp skills to implement effective IR solutions.

Pedagogy

The methodology adopted involves lectures on concepts of industrial relations and its relevant statutory provisions. Special emphasis will be laid down on the application and the interpretation of these laws. Evaluation will be based on assignments, class discussion and student presentation, quizzes, Mid-term and end term written exams.

Assessment (Grading Policy: Relative)

S. no	Assessment exercise	Description	Weight
Group assessment (25%)			
1	Presentation	<i>Explain the concepts relating to the legal issue, Identify all the legal aspects relating to the specific topic, Show application of relevant legal principles, Demonstrate independent legal research & to be clearly expressed and presented and present the report in about 5 pages</i>	15
Individual Assessment (75%)			
1	Attendance	<i>Expected attendance, as per the rules</i>	5%
2	Quizzes	<i>Participants are evaluated on the conceptual clarity and evaluation will emphasise on application based or Scenario based questions</i>	10
3	Mid-term examination	<i>An open book exam with emphasis on the ability to apply and appreciate learning principles and theories and models to case scenarios</i>	30%
4	End-term examination	<i>An open book exam with emphasis on designing specific effective learning and development initiatives in specific organizational contexts</i>	40%

Course Requirements

Throughout this course, the students are expected to demonstrate highest levels of involvement and commitment, in terms of efforts, quality of work, and conduct both at individual level and as groups. The potential of making learning interesting and effective lies primarily in the hands of the students and are expected to use the same for this course throughout the term. The course demands **study efforts of 6 hours/week outside classroom (3 hours for every one session of class)**. Preparation is mandatory for attending the classes.

COURSE CONTENTS -

- Indian Economy and Labour force in India & Law relating to and
- Approaches to Industrial relations
- Globalization and Industrial relations
- Law relating to Social welfare
- Law relating to Labour Welfare
- Law relating to Wages
- Law relating to Working hours, conditions of services and employment
- Law relating to Employment and Training
- Other Laws
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Important Acts of Indian Labour Laws

1. Payment of Wages Act 1936
2. Minimum Wages act, 1948
3. Apprentices Act 1961
4. Employees Compensation Act, 2009 (amendment of Workmen's Compensation Act, 1923)
5. Factories act, 1948
6. Industrial Disputes Act, 1947
7. The Employees PF & MP Act, 1952
8. The Employees State Insurance Act, 1948
9. Maternity Benefit Act, 1961
10. Payment of Bonus act, 1965
11. Payment of Gratuity Act, 1972
12. The Child Labour (Prohibition and regulation) Act 1986
13. Industrial employment Standing Orders Act, 1946

Text and Reference books –

- a) Industrial Relations – C. S. Venkata Ratnam
- b) Laws for Business – M.M. Sulphery / Az-har Basheer
- c) Business Law – Sathish B Mathur
- d) Industrial Relations in India – Shifting paradigms – Ratna Singh
- e) Industrial Relations & labour Laws – Arun Monappa, Ranjeet Nambudiri, Patturaja Selvaraj
- f) Industrial Relations in India – Ravindranath
- g) Relevant Bare Acts

Useful Websites

1. www.law4india.com
2. www.taxmann.com
3. www.unilawbooks.com
4. www.sconline.com
5. www.ebc.india.com
6. www.vakilno1.com
7. www.asianlaws.org