

INDUSTRIAL RELATIONS AND LABOUR LAWS

MBA BATCH: 2016-18 / TRIMESTER - IV

DEPARTMENT OF MANAGEMENT, BANGALORE CAMPUS

AMRITA VISHWA VIDYAPEETHAM (UNIVERSITY)

INSTRUCTOR AND CONTACT INFORMATION

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COURSE OBJECTIVE

This course intends to make students aware of the various actors as part of the industrial relations (which also includes the influence of the state, ILO and so on) and understand the labor laws, issues and implications.

LEARNING OUTCOMES

Upon completion of this course, students will be able to complete the following key tasks:

1. Students will be aware of the various actors as part of the industrial relations (which also includes the influence of the state, ILO and so on) and understand the labor laws, issues and implications.
2. After understanding industrial relation issues, labor laws can generate alternative decision making.

COURSE DESCRIPTION

Industrial relations have been an area which has attracted researchers, industry leaders, HR managers and so on. While we talk of IR another important facet that surfaces are labor laws that managers come across as and when they deal with the IR issues. This course in Industrial relation and Labor laws aims to provide understanding of industrial relation problems, labor laws and a framework for analysis of such problems. When one works in an industry understanding trade unions, collective bargaining and industrial conflict becomes inevitable. The course focuses on the managerial perspectives needed to understand industrial relation issues, labor laws and generate alternative decision making.

REQUIRED COURSE MATERIALS AND READINGS

1. Ghosh, P and Nandan, S, Industrial relations and Labour Laws, Mc Graw Hill, 2015.

OPTIONAL COURSE MATERIALS & READINGS (CASES, ARTICLES, REPORTS ETC)

- Monappa, A, Industrial Relations, Tata McGraw-Hill, 2002
- Srivastava, S.C, Industrial Relations & Labour Laws, 5th Rev., Vikas Publication House, New Delhi, 2006
- Singh B.D, Industrial relations and labor laws, Excel books, 2008

EVALUATION CRITERIA

Assignments & final Project

Components and Weights (faculty can Decide on components)

Components	Weightage (%)
Component 1 Assignment	20
Component 2 Project	30 (15 marks presentation and 15 marks report)
Component 3 Class participation	10
End term	40
Total	100%

ACADEMIC DISHONESTY

Any form of copy pasting without acknowledging or referencing is not accepted in any assignment.

DETAILS OF SESSION: COURSE SCHEDULE

WEEK	SESSION NO.	TOPICS TO BE COVERED	ASSIGNED READING, CASE DISCUSSION, ASSIGNMENTS
As shown in Example below;			
1	Session 1 & 2	Theory and Concepts of Industrial Relations IR – Approaches to IR <ul style="list-style-type: none"> • Forms of IR • Roles of Workers, Management & Government in IR IR in India	Chapter 1, 2 Additional reading: industrial relations in tough times Case Study Analysis: different ir issues
1&2	Session 3,4,5,	Trade Unions and Industrial Disputes <ul style="list-style-type: none"> • Origin and Importance of Trade unions, • Forms of Unrest & Effect of strikes • Changing Public Perception of Trade unions, Future role of Trade unions in India • Trade Union Act – 1926, Industrial Dispute Act – 1947 <ul style="list-style-type: none"> • Machinery for settlement of industrial disputes, key provisions of I. D act 	Chapter 3 Additional reading :Future of TU-Jose Case Study Analysis:1. Case study of zuari industry in Goa 2. Changing role of TU, case
2	Session 6,7,8 20 th july	Collective Bargaining <ul style="list-style-type: none"> • Nature and advantages of collective bargaining • Negotiation of Agreement and Implementation of agreement • Renewal and revision of agreement • Current Collective 	Chapter 4 Additional reading : CB and conciliation collective bargaining essay-AP Case Study Analysis:

		Bargaining trends and reasons for failure of CB in India	
3	Session 9,10,11,	Conflict Management <ul style="list-style-type: none"> • Conflict resolution • Negotiation for win-win • Dispute resolution • Management of discipline • Management of strikes and lock outs 	Chapter 4 Additional reading : conflict Case Study Analysis
3&4	Session 12,13,	Employee discipline and workers participation <ul style="list-style-type: none"> • Importance of discipline & disciplinary actions (Process and limitations) • Handling indiscipline – Management's options • Objectives and forms of workers participation in Management Forums of Participation and how to make WPM effective in India	Chapter 4 Additional reading : Case Study Analysis
4	Session 9, 10	Labor Legislation <ul style="list-style-type: none"> • Labor legislations and Indian Constitution & ILO(1 session) 	Chapter 6 Additional reading : Right at work international labour standards Case Study Analysis
4	Session	The Trade unions Act 1926	Chapter 7 Additional reading : Case Study Analysis
4	Session 11,12	The Industrial Disputes act 1947	Chapter 7 Additional reading : Case Study Analysis
5	Session 13,14,15	The Factories Act 1948& The standing orders Act	Chapter 8 Additional reading : Case Study Analysis

COURSE OUTLINE
YEAR: 2017 | TRIMESTER: 4

5	Session 16,17,18	Wage legislations: minimum wages Act 1948, Payment of Wages act 1936, Equal Remuneration act 1976, The payment of Bonus Act 1965	Chapter 9 <ul style="list-style-type: none"> ✓ Additional reading : Estimating a living wage ✓ Wage policy Case Study Analysis
5	Session 19,20	Social security legislations	Chapter 10 Additional reading : Case Study Analysis
6	Session 21	The contract labour act 1986	Chapter 11 Additional reading : Case Study Analysis
6	Session 22,23,24	Assignments and project	

**Note: Faculty should give tentative schedule of all the 24 sessions and Topics to be covered along with the cases and assignments if any. (If required, changes can be done at later stage)

** 1 Session= 75 Min. (1.15hr)