

GUJARAT UNIVERSITY
K. S. SCHOOL OF BUSINESS MANAGEMENT
[Five Years' (Full-time) M.B.A. Integrated Degree Course]
Fifth Year M.B.A. (SEM – IX)
KS_M_H_54
Industrial Relations and Labour Laws (HR Elective)

3 credit course

Objective:

The students specialising in human resource management need to develop an insight of all the perspectives of HR and especially the legal side understanding become more imperative as the HR manager has to deal with it on day to day basis. The labour laws and their understanding helps to facilitate the industrial Relations and would lead to lesser disputes amongst the employer and employee, employee and employer etc. The course content will help the students to comprehend the lawful perspectives.

MODULE - I **[20%]**

- Industrial Relations – Definition and main aspects.
- Labour & constitution
- Trade union Act 1926 and Trade union amendment Act 2001

MODULE - II **[20%]**

- Industrial Dispute Act 1947
- Industrial Employment (Standing order) Act 1946

MODULE - III **[20%]**

- Factories Act 1948
- Payment of wages Act 1936
- Minimum wages Act 1948

MODULE - IV **[20%]**

- Mines Act 1952
- Shops and Establishment Act 1953
- Equal Remuneration Act 1976
- Workmen's Compensation Legislation Act 1923

MODULE - V **[20%]**

- India and International Labour Organization.
- Miscellaneous Act (Briefly – only the welfare provisions) - plantation Act 1951, Motor Transport workers Act 1961, Contract Labour (Regulation and Abolition) Act 1970, Merchant Shipping Act 1956, Dock workers (safety, health and welfare) scheme 1961, interstate migrant workmen (Regulation of employment and condition of service) Act 1979.
- Recommendations of the Second National Commission on Labour(2002)

No of lectures in semester: Approximately 40 to 45 hours

Assignments: Minimum 3 Assignments

Evaluation Pattern:

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| Continuous Evaluation | 30% |
| Mid-Sem. Exam | 20% |
| End-Sem. Exams | 50% |

Reference Books:

- Industrial Relations, Trade Unions and labour legislation By P.R.N Sinha, indu bala Sinha and Seema Priyadarshini Shekhar - Pearson education
- Dynamic of industrial Relations by Mamoria, Mamoria and Ganar-HPH
- Labour and industrial laws by Padhi -PHI
- Industrial Relations – By C.S Venkata Ratnam -oxford.
- Industrial Laws By N.D Kapoor – S.chand & co.