

**Master of Business Administration**  
**MBA Semester III**  
**Human Resource Management Specialization**

**HRM-02: Labour Legislations**

**Marks: 100**

**Duration: 60 Hrs.**

**CREDITS: 4**

**Objective:**

The objective of this course is to make the students familiar with the main provisions of Labour Laws so that the students can understand the pattern of industrial relations and the practice of these Labour Legislations in ensuring industrial peace.

**Course Outcomes:** The successful completion of this course shall enable the student to:

**CO1:** Understand the provisions of different Labour legislations

**CO2:** Elaborate on the prevention & settlement of industrial disputes.

**CO3:** Illustrate the main provisions of the Factories Act 1948 and Industrial Dispute act 1947

**CO4:** Outline the main provisions of Payment of Wages Act 1936, Minimum Wages Act 1948 & Workmen Compensation Act, 1923.

**CO5:** Apply the major provisions of Employees State Insurance Act 1948, Employees Provident Fund Act 1952, Payment of Gratuity Act 1972.

**Contents:**

<b>UNIT</b>	<b>Content</b>	<b>Hours</b>
I	The Factories Act, 1948, The Employees Provident Funds and Misc. Provisions Act, 1952.	11
II	The Workmen Compensation Act, 1923, The Payment of Wages Act, 1936. The Minimum Wages Act, 1948.	11
III	The Industrial Disputes Act, 1947, Misconduct/Dismissal/discharge and Domestic Enquiry.	11
IV	The Equal Remuneration Act, 1976, The Maternity Benefit Act, 1961.	11
V	The Employees State Insurance Act, 1948, The Trade Union Act, 1926, The Payment of Gratuity Act, 1972.	11
	<b>Small group learning exercise involving discussions, role play, presentations by students.</b>	5
	<b>TOTAL</b>	<b>60</b>

**Readings:**

1. Mishra S.N. - Labour and Industrial Laws, Central Law Publications.
2. Kapoor N.D.- Elements of Industrial Law, Sultan Chand & Sons.
3. Avtar Singh and Harpreet Singh – Labour and Industrial Law, LexisNexis.

**Pedagogy:**

- ICT enabled Classroom teaching
- Case study
- Practical / live assignment
- Interactive classroom discussions
- Flipped classroom

**Teaching Plan:**

At the beginning of each semester, faculty teaching the course will provide (i) a Teaching Plan, (ii) an updated reading list, and (iii) a list of case studies for uploading on the Department website.

**Facilitating the achievement of Course Learning Outcomes**

Unit No.	Course Learning Outcomes	Teaching and Learning Activity	Assessment Tasks
I	Ability to outline the major provisions of The Factories Act, 1948, The Employees Provident Funds and Misc. Provisions Act, 1952.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test, Case Study
II	Ability to elaborate The Workmen Compensation Act, 1923, The Payment of Wages Act, 1936, The Minimum Wages Act, 1948.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test, Case Study
III	Ability to outline the major provisions of The Industrial Disputes Act, 1947, Misconduct/Dismissal/discharge and Domestic Enquiry.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test, Case Study
IV	Ability to elaborate The Equal Remuneration Act, 1976, The Maternity Benefit Act, 1961.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test, Case Study
V	Ability to understand the main provisions of The Employees State Insurance Act, 1948, The Trade Union Act, 1926, The Payment of Gratuity Act, 1972.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test, Case Study