

Name of College: S. R. Luthra Institute of Management								
Faculty	Management			Program	Master of Business Administration (M.B.A.)			
Year	II			Version	1.0			
Semester	3			Effective From	June 2024			
Course Code	MGMB16304	Course Name	Social Security Regulations (SSR)					
Teaching Scheme				Examination Scheme				
Credits	Lecture (L)	Tutorial (T)	Practical (P)	ME	CE	SE	V	Total
4	4	0	0	30	40	50	---	120

Course Outcomes:

CO1	<i>Examine</i> social security schemes.
CO2	<i>Analyse</i> provisions in each of the social security legislations applicable to the organization.
CO3	<i>Examine</i> the social security provided to workers of unorganized sectors.
CO4	<i>Estimate</i> the contributions of employees and employers towards various social security legislation.
CO5	<i>Discuss</i> the implications of social security benefits on compensation structure.

Mapping Course Outcomes to Program Outcomes:

	PO1	PO2	PO3	PO4	PO5	PO6
CO1	2	2	1	3	1	1
CO2	1	3	1	3	1	1
CO3	2	2	1	2	1	1
CO4	2	2	1	3	2	1
CO5	2	3	1	3	2	1



Sr. No	Module	Description	CO	Marks	Hours
1	I	Introduction to Code of Social Security:	1,2	10	8
		<ul style="list-style-type: none"> • Definition • Objectives • Social Security policies and programs • Social insurance and social assistance • Public policies and public service. 			
2	II	Workmen's Compensation Act, 1923:	2,4,5	13	13
		<ul style="list-style-type: none"> • Preliminary • Employee's Compensation • Commissioners • Rules 			
3	III	Employees' State Insurance Act, 1948:	2,4,5	13	13
		<ul style="list-style-type: none"> • Preliminary • Establishment of Corporation • Finance and Audit • Contribution • Benefits • Adjudication of Disputes and Claims • Penalties and Miscellaneous 			
3	III	Employees Provident Fund, 1952:	2,4,5	13	13
		<ul style="list-style-type: none"> • Short title, extend and commencement • Definitions • Coverage • Contributions • Financial Obligations • Exemptions under the scheme • Duties of employer • Eligibility to membership 			
3	III	Employee's Deposit Linked Insurance Scheme, 1976:	2,4,5	13	13
		<ul style="list-style-type: none"> • Short title, commencement and application • Definitions • Regional Committee • Contribution • Mode of payment of contribution • Recovery of damages for default in payment of any contribution • Duties of employers • Inspection of records and registers by inspector • Administration account • Deposit-linked fund account • Interest • Disposal of the insurance fund • Expenses of administration • Audit 			

		<p>Payment of Gratuity Act, 1972:</p> <ul style="list-style-type: none"> • Short title, extend and commencement • Definitions • Payment of Gratuity • Power to exempt • Nomination • Determination of the amount of gratuity • Inspector • Recovery of gratuity • Penalties & offenses 			
4	IV	<p>Maternity Benefit Act, 1961:</p> <ul style="list-style-type: none"> • Short title, extend and commencement • Application • Definitions • Employment of, or work by, women prohibited during a certain period • Rights to payment of maternity benefit • Notice of claim for maternity benefit and payment thereof • Payment or maternity benefit in case of death of a woman • Payment of medical bonus • Leave for miscarriage • Dismissal during absence or pregnancy • No deduction of wages in certain cases • Role and duty of an inspector • Penalties <p>Unorganized Workers Social Security Act, 2008:</p> <ul style="list-style-type: none"> • Short title, extent and commencement • Definitions • Framing of scheme • Funding of Central Government Schemes • National Social Security Board • State Social Security Board • Funding of State Government Schemes • Record keeping by district administration • Worker's facilitation centres • Registration and Miscellaneous 	3,4,5	14	6

REFERENCES: BOOKS:

1.	Gupta Parul (2019). <i>Industrial Relations and Labour Laws for Managers</i> . Sage, India.
2.	Sarma A. M. (2021). <i>Industrial Relations and Labour Laws</i> . Himalaya Publishing House.
3.	Kubendran V., Koddeswari M. (2019). <i>Industrial Relations and Labour Laws</i> . Himalaya Publishing House.
4.	<i>Labour and Industrial Laws</i> . Universal Law Publishing Co.

NEWSPAPERS/MAGAZINES/JOURNALS:

- Journal of Management of Industrial Relations
- Labour Law Reporter

WEBSITES:

- <https://samadhan.labour.gov.in/> (Software Application for Monitoring and Disposal, Handling of Industrial Disputes)
- <https://labour.gov.in/> (Ministry of Labour & Employment, Government of India)