

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	MGMB17302	Course Name	Management of Industrial Relations and Labour Laws (MIRLL)					
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	Examine labour legislations pertaining to Industrial Relations
CO2	Explain concepts, issues and legal framework of industrial relations and labour laws
CO3	Examine the laws relating to apprentice, contract and shop and establishment
CO4	Discuss the role of trade union, government and society in industrial disputes and its settlement machinery
CO5	Propose solutions in terms of grievance handling, discipline, workers participation and sexual harassment

Mapping Course Outcomes to Program Outcomes:

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



Sr. No	Module	Description	CO	Marks	Hours
1	I	Introduction to Industrial Relations & Labour Laws <ul style="list-style-type: none"> • Meaning • Nature • Objectives and Principles of Labour Laws • Labour Laws in India • Code of Labour Laws 	1, 2, 3	12	10
		Apprentice Act, 1961 <ul style="list-style-type: none"> • Overview of the Act • Ministry of Skill Development & Entrepreneurship • Guidelines for Implementation of National Apprenticeship Promotion Scheme 			
2	II	Trade Unions Act, 1926 <ul style="list-style-type: none"> • Definitions • Registration of TU • Rights and Liabilities of Registered TU 	1, 4	14	10
		Industrial Employment Standing Order Act, 1946 <ul style="list-style-type: none"> • Definitions • Model Standing Orders • Procedure for approval of standing orders 			
		Industrial Disputes Act, 1947 <ul style="list-style-type: none"> • Definitions • Objectives • Authorities under ID Act • Provisions relating to Strikes, Layoff, Retrenchment 			
3	III	Bombay Shops & Establishment Act, 1948 <ul style="list-style-type: none"> • Definitions • Objectives • Authorities • Registration 	1, 2, 3	12	10
		Contract Labour (Regulation & Abolition) Act, 1970 <ul style="list-style-type: none"> • Definitions • Central and State Advisory Boards • Registration of Establishment • Prohibition of Contract Labour • Licensing of Contractor • Liabilities of Principal Employer 			
4	IV	Workers Participation in Management <ul style="list-style-type: none"> • Meaning • Levels of WPM • Statutory & Non-Statutory Forms of WPM 	2, 5	12	10

	<p>Discipline</p> <ul style="list-style-type: none"> • Meaning • Types of Discipline • Procedure for Disciplinary Action 			
	<p>Grievance Handling</p> <ul style="list-style-type: none"> • Meaning • Causes • Model Grievance Handling Procedure 			
	<p>Sexual Harassment at Workplace</p> <ul style="list-style-type: none"> • Overview of the Act 			

References:

Books:	
1.	Mamoria, C. B., & Mamoria, S. (2008). Dynamics of industrial relations. <i>(No Title)</i> .
2.	Padhi, P. K. (2019). <i>Labour and industrial laws</i> . PHI Learning Pvt. Ltd..
3.	Sarma, A. M. (1984). <i>Industrial Relations: Conceptual & Legal Framework</i> . Himalaya Publishing House.
4.	Sinha, P. R. N., Sinha, I. B., & Shekhar, S. P. (2017). <i>Industrial Relations, Trade Unions and Labour Legislation</i> . Pearson Education India.
5.	Srivastava, S. C. (2012). <i>Industrial relations and labour laws</i> . Vikas Publishing House.
Newspapers / Magazines / Journals:	
1.	Journal of Management of Industrial Relations
2.	Labour Law Reporter
Websites:	
1.	https://samadhan.labour.gov.in/ (Software Application for Monitoring and Disposal, Handling of Industrial Disputes)
2.	https://labour.gov.in/ (Ministry of Labour & Employment, Government of India)

