

# 17MB221 INDUSTRIAL RELATIONS AND LABOUR LAWS

## Course Objective:

The objective of the course is to enable students to have an insight into the relations between various sectors that have a bearing on management of industrial relations. The pre-requisite for this course is Human Resource Management offered in 2nd Semester.

## Course Outcomes:

- Gain knowledge of the Industrial relations and collective bargaining in the organization.
- Understand the reasons of Industrial Conflicts and Disputes and the settlement procedure.
- Gain knowledge of the labour legislations in India.
- Understand the different acts related to the wages and bonus of the employees.
- Gain knowledge of the welfare acts in India.

## UNIT - I

**Industrial Relations:** Introduction – Constitutional remedies – Directive principles of State policy - Trade Unions Act, 1926 - Employer Organizations: Introduction, Origin and Growth.  
**Collective Bargaining:** Meaning & Definition – Negotiating techniques and skills – Drafting of an agreement

## UNIT - II

**Industrial Conflicts and Disputes:** Conflicts: Introduction and Manifestation – Disputes: Introduction, Prevention and Settlement, Stages in Settlement, Effects

## UNIT – III

The Factories Act, 1948 – Industrial Employment (Standing Orders) Act, 1946 – The Maternity Benefit Act, 1961 - The Workmen’s Compensation Act, 1923

## UNIT – IV

The Payment of Wages Act, 1936, The Minimum Wages Act, 1948 - The Payment of Bonus Act, 1965

## UNIT - V

The EPF Act 1952 - The ESI Act, 1948 – The Payment of Gratuity act, 1972

## Skill Development:

*(These activities are only indicative, the Faculty member can innovate)*

1. Conduct a Study on effectiveness of TU in APSRTC in selected units
2. Find out the collective Bargaining procedure in selected sugar factory
3. Analyse the effectiveness of The Workmen’s Compensation Act, 1923 – The ESI Act, 1948 – The Payment of Wages Act, 1936 – in any manufacturing sector

4. The Minimum Wages Act, 1948 – The Payment of Bonus Act, 1965 – The Payment of Gratuity Act, 1972 – The EPF Act, 1952 in any pharma company

**TEXT BOOKS:**

1. Piyali Ghosh and Shefali Nandan, “Industrial Relations and Labour Laws”, I/e, McGraw Hill Education, 2015.
2. Venkataratnam C. S.: Industrial Relations, Oxford University Press, 2006

**REFERENCE BOOKS:**

1. Arun Monappa: Industrial Relations, TMH, New Delhi, 2003.
2. Sinha: Industrial Relations, Trade Unions and Labor Legislation, Pearson 2007.
3. P. K. Padhi: Labor and Industrial Laws, PHI, 2007.