



**DR MPS MEMORIAL
COLLEGE OF BUSINESS STUDIES, AGRA**

ALLOCATED LECTURES ARE BASED ON STUDENT INTERACTION AND PARTICIPATION. SESSIONS REQUIRED MAY VARY, DEPENDING ON CLASS ATTENDANCE AND STUDENT INVOLVEMENT.

Faculty Name- Ms. Renu bharti

Course –MBA-III Sem Course Code: RMB-HR-03

Course Title: Industrial relations & labour Law

Textbook: Dynamics of industrial relations by Memoria &Gankar

Other specific books: (Reference)

1. Industrial relations, Trade unions & Labour legislations by Sinha &Sekhar
2. Industrial relations by C.S. VenkataRatnam
3. Industrial relations &Labour law by N.D. Kapoor
4. Singh B.D. - Industrial Relations & Labour Laws (Excel, 1st Ed.)

Detailed Plan for Lectures

Lecture No. (Each Lecture is of min. 45 minutes duration)	Topic	Chapters/ Sections of Textbook/ other reference	Assignment / Task to be assigned to students		Pedagogical aid Demonstration/ case study	
			DOA	DOS		
1	UNIT-I	Overview of Industrial Relation (IR)	RB			
2		Concept, Nature & Objective of IR	Ch-7(TB)			
3		Evolution of IR In India	Ch-8			
4-5		Roles of state, trade union & Employers org.	Ch-7			
6		ILO in IR	Ch-32(RB)	A		Case study
7	UNIT-II	Trade Union: Concept and Objective	Ch-3(TB)			
8-9		Origin & growth of trade Union	Ch-3			
10		Unions after Independence	Ch-3			E.g. of Indian TU
11		Unions in the era of liberalization	Ch-5(RB)			
12		Functions & role of trade unions	Ch-3(TB)			
13		Trade Unions in collective bargaining	Ch-15(TB)			
14		Problems of trade unions	Ch-5(TB)	A		

15	UNIT-III	Labour problems: Discipline (Concept & type)	Ch-13(TB)			
16		Misconduct	Ch-13(TB)			
17		Concept, Nature & Type of Grievance	Ch-13(TB)			
18		Grievance handling procedure	Ch-13(TB)			Case Study
19		Concept & causes of Labour turnover	Self-Notes			
20		Concept & causes of absenteeism	Self-Notes			
21		Workers participation in Management	Ch-23(TB)			
22	UNIT-IV	Technological change in IR-Employment issues	Ch-30(TB,RB)			
23		Management Strategy	Ch-30(RB)			
24		Trade Union Response	Ch-30(RB)			
25		Human Resource Management & IR	Ch-23(RB)			
26		Management approaches	Ch-23(RB)			
27-28		Integrative approaches to HRM	Ch-23(RB)			
29		International dimensions of IR	Ch-23(RB)			
30-33	UNIT-V	Labour legislations: Factories Act	N.D.Kapoor			
34-36		Industrial disputes Act	N.D.Kapoor			
37-38		Payment of wages Act	N.D.Kapoor			
39-40		Workmen's Compensation Act	N.D.Kapoor			
41-43		Payment of Gratuity Act	N.D.Kapoor			
44-46		Employees provident fund Act	N.D.Kapoor			
47-48		Employees State insurance Act	N.D.Kapoor			

Apart from topics mentioned in the syllabus discussion on related articles published in various newspapers, assignments, class presentations and other subject related activities will also be covered during the session.

Details of Assignments Planned:

Assignment No.	Details	Nature of Assignment	Expected outcome
1	Impact of industrial relations on Indian organizations	Qualitative	Understanding challenges faced by Indian organizations since the inception of concept of IR
2	Effectiveness of Trade unions in India	qualitative	to know what is impact of trade union on workers conditions

Scheme for Class Assessment: (Out of 50)

Component	Frequency	Marks out of 50
Attendance	Continuous	10
Assignments	Twice	10
Class internals	Twice	30