



Lesson Plan

Employee relations & Labour Laws

Program: MBA

Semester: 3rd

Course Code: KMBNHR-02

Course Name: Employee relations & Labour Laws

Course Objectives

(CO1): To Provide conceptual framework of Industrial Relation

(CO2): To make students aware with the Indian Labor legislation

(CO3): To make students aware with the basic requirements and mandate of labor legislations

(CO4): To help the students to understand the existing framework of Industrial Relation and Labor legislation.

(CO5): To make students aware about legislations related to bonus, maternity benefit, Employee's Provident fund and gratuity.

Session Duration: 60 minutes

Participants: MBA 3rd Sem. Students

Entry-level knowledge and skills of students

- i. Basics of industrial relations
- ii. Basics of Law & legislations relating to Labour

Equipment required in Classroom/ Laboratory/ Workshop

- i. Smart board, Whiteboard, Marker
- ii. Projector

Assessment Schemes

S. No.	Criteria	Marks (150)
1	AKTU End Term Examination	100
2	Internal Evaluation Scheme	50
2(a)	Class Tests	30
2(a)(i)	Class Test-I	15
2(a)(ii)	Class Test-II	15
2(b)	Teacher Assessment (Continuous Evaluation)	20
2(b)(i)	Attendance	5
2(b)(ii)	Case Study/Topic Based Presentation	5
2(b)(iii)	*GD	10
	*MCQ Based Assignment	2

Course Outcomes(starting with action-oriented observable and measurable verb)



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(CO1): Knowledge of Industrial Relation framework

(CO2): Competency to understand the importance of Employee Relation within the perspective of Industrial Relation

(CO3): Knowledge about relevant Laws of HR management

(CO4): Competency to interpreted and implement the Labor Laws within organization

(CO5): Competency to use Collective Bargaining and Grievance redressal Mechanism

L. No	Topics	Sub Topics	Date of implementation	Pedagogy	CO-Covered	Faculty Sign	HoD's Remark with Date
Unit - 1							
1.	Employee Relations Management (ERM) & Industrial Relation:	Introduction to employee relations		Lecture	CO1		
2.	Introduction and Importance of Employee Relations,	Features of employee relations		Lecture	CO1		
3.	Employee Relations Management Tools,	1.Employee Opinion Surveys 2.Training Aids 3.Legal Resources 4.Human Resource Information Systems 5.Departmental Expertise		Lecture	CO1		
4.	Approaches to Understand IR, the Trends of Industrial	Approaches to Understand IR, the Trends of Industrial		Lecture	CO1		



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	Relations in India,	Relations in India,					
5.	Factors Leading the Present State of Industrial Relations,	Changes in legislations		Lecture	CO1		
6.	Impact of Globalization on the Liberalized Economy Emerging challenges of IR in India,	Globalization and its impact		Group Discussion	CO1		
7.	Linking Industrial Relations with economic growth of a country,	How economic growth is impacting industrial relations		Lecture	CO1		
8.	Trade Unionism:	Development of trade unionism,		Lecture	CO1		
9.	Trade Unionism:	functions, type and structure of trade union, Why Employees Join Trade Unions, Trade Unions in the Eyes of the Management		Lecture	CO1		
10.	Trade Unionism:	Politics and Trade Unions, Outside Leadership of Trade Unions problems & suggestive remedial measures of trade unions,		Lecture	CO1		
11.	Trade Unionism:	The Trade Unions Act		Lecture	CO4		



		1926& Amendment Bill, 2019:					
12.	Trade Unionism	Objective, Recognition and registration, Industrial Democracy & Participative Management. Case Studies.		Lecture Discussion Case Study	CO1		
Unit - 2							
13.	Collective Bargaining:	Significance, types & procedure of Collective bargaining Discipline: The Industrial Employment (Standing Orders) Act 1961, Misconduct, Disciplinary Action, Types of Punishments, Code of Discipline, Domestic Enquiry,		Lecture	CO3,4		
14.	Grievance Handling in IR:	Grievance Settlement Procedure, Industrial Disputes, Preventive & Settlement Machinery in India.		Lecture	CO3,4		
15.	Employee Participation and	Objectives, Employee Participation,		Lecture	CO3,4		



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	Empowerment	Employee Participation in India,					
16.	Employee Participation and Empowerment	Advantages of Employee Participation		Lecture	CO3,4		
17.	Employee Participation and Empowerment	Methods of Participation, Employee Empowerment		Lecture	CO3,4		
18.	Employee Participation and Empowerment	Methods of Participation, Employee Empowerment Case Studies		Lecture	CO3,4		
19.	Employee Participation and Empowerment	Case Study		Lecture	CO3,4		
20.	Case Study	Case Study		Brain storming	CO3,4		
Unit - 3							
21.	The Factories Act, 1948 & The Factories (Amendment) Bill, 2016 &	Introduction and important provisions		Lecture	CO3,4		
22.	The shop & Establishment Act 1948	Introduction and important provisions		Lecture	CO3,4		
23.	The Payment of Wages Act, 1936 and amendment in 2020	Introduction and important provisions		Lecture	CO3,4		
24.	The Workmen's compensation Act, 1923	Introduction and important provisions		Lecture	CO3,4		
25.	The Industrial	Introduction		Lecture	CO3,4		



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	Disputes Act, 1947.	and important provisions		Discussion Case Study			
26.	The Industrial Disputes Act, 1947.	Introduction and important provisions		Lecture Discussion Case Study	CO3,4		
27.	Case Study	Case Study		Brain Storming	CO3,4		
28.	Case Study	Case Study		Brain Storming	CO3,4		
Unit - 4							
29.	The Payment of Minimum wages act 1948 & its revisions 2019, 2020 & 2021,	Introduction and important provisions		Lecture Discussion Case Study	CO2,4		
30.	The Contract Labor (Abolition & regulative) act	Introduction and important provisions		Lecture Discussion Case Study	CO2,4		
31.	The ESI Act, 1948 and latest amendments	Introduction and important provisions		Lecture Discussion Case Study	CO2,4		
32.	Child Labour (Prohibition & Regulation) Act, 1986 and its latest amendment.	Introduction and important provisions		Lecture Discussion Case Study, presentations	CO2,4		
33.	The Trade unions act, 1926 & Amendment Bill, 2019,	Introduction and important provisions		Lecture Discussion Case Study	CO2,4		
34.	The Trade unions act, 1926 & Amendment Bill, 2019,	Introduction and important provisions		Lecture Discussion Case Study	CO2,4		
35.	Case Study	Case Study		Brain Storming	CO2,4		
36.	Case Study	Case Study		Brain Storming	CO2,4		
Unit - 5							
37.	The payment of Bonus Act, 1965 and	Introduction and important provisions		Lecture Discussion Case Study	CO2,4		



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	amendments,						
38.	The payment of Gratuity Act, 1972 and its amendment 2018	Introduction and important provisions		Lecture Discussion Case Study	CO2,4		
39.	The Maternity Benefit Act, 1961 and amendments,	Introduction and important provisions		Lecture Discussion Case Study	CO2,4		
40.	Employee's Provident fund & Miscellaneous Provisions Act, 1952.	Introduction and important provisions		Lecture Discussion Case Study	CO2,4		
Revision							
41.	Approaches to Understand IR, the Trends of Industrial Relations in India,	Understanding the industrial relations		Group discussion	CO1		
42.	Politics and Trade Unions, Outside Leadership of Trade Unions problems & suggestive remedial measures of trade unions,	Problems of trade union		Group discussion	CO1		
43.	The Payment of Wages Act, 1936 and amendment in 2020	Introduction and important provisions		Group discussion	CO2,4		
44.	The ESI Act, 1948 and latest amendments	Introduction and important provisions		Group discussion	CO2,4		
45.	Employee's Provident fund & Miscellaneous Provisions Act, 1952.	Introduction and important provisions		Group discussion	CO3,4		



Text Books:

1. Indian Bare Acts
2. Srivastava SC - Industrial Relations and Labor Laws (Vikas,)
3. Gupta, Parul – Industrial Relations and Labor laws, SAGE Publishing India
4. Monappa Arun, “Industrial Relations and Labor laws”, Tata McGraw Hill Edition, New Delhi,

Reference Books:

5. Taxmann Labor Laws”, Taxmann Allied Services Pvt. Ltd.
6. Sinha, P.R.N., Sinha, InduBala and Shekhar, Seema Priyadarshini, Industrial Relations, Trade Unions and Labour Legislation, Pearson Education, New Delhi.
7. Mamoria, Mamoria and Gankar, “Dynamics of Industrial Relations”, Himalaya Publishing House, New Delhi,
8. D. P Sahoo: Employee Relations Management - Texts and Cases, SAGE Publishing India

Journals: “CHILD LABOUR IN INDIA: A LEGAL STUDY” IJRAR- International Journal of Research and Analytical Reviews, VOLUME 6 | ISSUE 1 | JAN. – MARCH 2019, Rupinder Singh **Electronic**

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