

MBA421: EMPLOYEES WELFARE AND LABOUR LEGISLATIONS

Teaching Scheme	Examination Scheme
Lectures: 4 hrs./Week Tutorials: 1 hrs./Week Credits: 4	Class Test -12Marks Teachers Assessment - 6Marks Attendance – 12 Marks End Semester Exam – 70 marks

Course Objectives

- To know the development and the judicial setup of Labour Laws.
- To learn the salient features of welfare and wage Legislations.
- To learn the laws relating to Industrial Relations, Social Security and Working conditions.
- To understand the laws related to working conditions in different settings.

Hours: 40

UNIT I (10 Hours)

Concept of IR, Role of Three Actors to Industrial Relations – State, Employer & Employees, Causes for poor IR, Idea of trusteeship.

The Industrial Disputes Act, 1947: Causes and Types of Industrial disputes, Prevention of Industrial disputes, Settlement of Industrial disputes, Strike, Lock-out, Lay-off and Retrenchment and unfair labour practices.

UNIT II (10 Hours)

Trade union and collective bargaining: Trade Union, kinds, Problems, Functions, and Registration, Types of bargaining – Collective bargaining in India, Grievance redressal & Disciplinary procedure.

UNIT III (10 Hours)

THE FACTORIES ACT, 1948: Salient features, working hours and leaves.

THE EMPLOYEE'S PROVIDENT FUND AND MISCELLANEOUS PROV. ACT, 1952: Salient features, determination of contribution, deposit and withdrawal from the PF account.


THE PAYMENT OF GRATUITY ACT, 1972: Salient features

THE PAYMENT OF BONUS ACT, 1965: Salient features, eligibility and disqualification for Bonus, calculation and payment of Bonus.

UNIT IV (10 Hours)


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The employees compensation act, 1923: Important features, types of incapacities or disabilities and amount of compensation paid therefor. commissioner and his power, The employees' state insurance act, 1948: Silent features, Benefits provided under this Act: sickness benefit, maternity benefit, disablement benefit, dependent's benefit, medical benefit council and its duties, regional boards, local committee


Suggested Readings:

1. Industrial Relations – B.D Singh, Excel Books
2. Labour and Industrial Law Manual-Central Law Agency
3. Labour and Industrial Law -S.N. Mishra, Central Law Publication; Allahabad.
4. Labour & Industrial Laws by P L Malik, Eastern Law Publication.


COURSE OUTCOMES : After completion of this course, the student will be able to

	<i>COURSE OUTCOMES DESCRIPTION</i>
CO1	ENUMERATE the key concepts of the subject matter.
CO2	INTERPRET and relate legislations governing employee relations.
CO3	IDENTIFY the applicability of various legislations to variety of real world organizations.
CO4	EXAMINE the traditional concept of labour welfare in the industry.
CO5	EXPLAIN the conditions of labour and their welfare and social security needs in the country.
CO6	ELABORATE upon the perspective of labour problems and remedial measures in the country as well as discuss the relevant provisions of various Labour Legislations.

Employable Skills	Measuring Tools
Ability to identify and apply the knowledge of subject practically in real life situations	Exercise Workshop Quiz Classroom Discussions


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