

## 20 BA332: INDUSTRIAL RELATIONS AND EMPLOYMENT LAWS

Course Code	20BA332	Course Delivery Method	Class Room / Blended Mode
Credits	04	CIA Marks	30
No. of Lecture Hours / Week	05	Semester End Exam Marks	70
Total Number of Lecture Hours	75	Total Marks	100
Year of Introduction :1987	Year of Offering :2017	Year of Revision :Nil	Percentage of Revision :Nil

**Course Objectives:** The course helps the student understand and apply the concept of industrial relations and the system in which it operates and to understand laws and legal principles governing employment (specifically the new labour laws) as they apply in India. This course would enable the students to familiarize with the role of management and unions in the promotions of industrial relations, examine the labour relation issues and its management and to acquire skills in handling employer-employee relations.

### Course Outcomes:

- CO-1 To familiarize the student with the concepts of industrial relations, industrial disputes and trade unions.
- CO-2 To provide an insight in the basic features of collective bargaining and workers participation in management.
- CO-3 To impart knowledge on role of judiciary and its impact on industrial relations.
- CO-4 To provide conceptual understanding about factories act and industrial disputes act.
- CO-5 To develop an understanding of various labour laws related to wages and social security

## COURSE CONTENT

### Unit I

**Industrial Relations: Definition,** Nature, Scope, Determinants and Significance of IR, Factors Influencing IR in Changing Environment; IR Approaches: Causes and Consequences of Industrial Disputes; Recent Trends in Industrial Relations; Trade Union: Functions of Trade Union, Types& Structure of Trade Union. **(15Hours)**

### Unit II

**Collective Bargaining:** Meaning, Characteristics, Need. Importance, Essential Conditions for Success of Collective Bargaining, Process of Collective Bargaining, Causes for Failure of Collective Bargaining; Workers Participation in Management: Concept, Pre-Requisites , Levels of Participation and Benefits of Participation. **(15Hours)**

### Unit III

**Salient Features of Labour Legislations I:** The Factories Act 1948; Industrial Disputes Act 1947; Trade Unions Act 1926. **(15Hours)**

#### **Unit IV**

**Salient Features of Labour Legislations II:** Workmen's Compensation Act 1923, Employees' State Insurance Act 1948 and Industrial Employment (Standing Orders) Act 1946. **(15Hours)**

#### **Unit V**

**Salient Features of Labour Legislations III: Payment of Wages Act 1936;** Minimum Wages Act 1948 and Payment of Bonus Act 1965. **(15Hours)**

#### **Practical Component:**

1. Students are asked to identify the problems in implementing the employment laws.
2. Students are asked to prepare an effective mechanism for implementing the labor laws in business organizations.

#### **Reference Books:**

- Amar deep Kaur, Industrial Relations. 2nd Ed, 2010, Kalyani Publishers, New Delhi
- C.B. Mamoria and Gankar, Dynamics of Industrial Relations 3rd Ed, 2013,– Himalaya Publishing House, Mumbai
- PL Malik, Hand Book of Labour and Industrial Law, 12th Ed, 2009, Eastern Book Company .Luck now.
- Srivastava SC Industrial Relations and Labour Laws, 5th Ed, 2009, Vikas Publishing House Pvt Ltd, New Delhi.

**Course Focus:** Employability

**MODEL QUESTION PAPER**  
**M.B.A. (REGULAR) DEGREE EXAMINATION**

**Third Semester**

**20BA332 – INDUSTRY RELATIONS AND EMPLOYMENT LAWS**

**(2020-2021 Regulation Onwards)**

**Duration: 3 hours**

**Maximum Marks: 70**

**SECTION- A**

**Answer the following**

**5×4=20 Marks**

1 a) Define Industrial Relations (CO1) (L1)

**Or**

b) What is the procedure for recognition of Trade union? (CO 1) (L1)

2a) Explain the need of collective bargaining (CO 2) (L2)

**Or**

b) Outline the importance of joint management councils (CO 2) (L2)

3a) Outline the need of Industrial disputes act. (CO3)(L2)

**Or**

b) Explain the provisions relating to annual leave with wages (CO3) (L2)

4a) What is the importance of standing orders Act.(CO 4)(L1)

**Or**

b) How the ESI Corporation is functioning?(Co4) (L1)

5a) Summarize the importance of payment of wages Act (CO 5) (L2)

**Or**

b) Illustrate the need of Payment of Bonus Act. (CO5)(L2)

### **SECTION – B**

#### **Answer All Questions 5×8=40 Marks**

6. a) Outline the factors influencing IR in changing environment. (CO1)(L2)

**OR**

b) Explain the impact of globalization on trade union movement. (CO1)(L2)

7. a) Analyse the reasons for the failure of collective bargaining in India? Give some suggestions to make collective bargaining, a success. (CO2)(L4)

**OR**

b) Examine the schemes of workers participation in management in India. (CO2)(L4)

8. a) Discuss the provisions of Industrial Disputes Act 1947 relating to settlement of disputes. (CO3)(L6)

**OR**

b) Elaborate the safety measures required to be provided by the employer under Factories Act 1948. (CO3)(L6)

9. a) Analyse the importance of Employees State Insurance Act 1948. (CO4)(L4)

**OR**

b) Examine when the employer is liable and when the employer is not liable to pay compensation under Workmen's Compensation Act 1923. (CO4)(L4)

10.a) Determine the minimum wages under Minimum Wages Act 1948. (CO5)(L5)

**OR**

b) Explain the conditions for eligibility of bonus under payment of Bonus Act 1965(CO5) (L5)

**SECTION C - (1 x 10 =10 marks)**

**11. Case study (Compulsory)**

A Multinational Company specialized in food processing has been operating in India for about 3 decades. The Company has recently decided to expand its production. It was decided to shift the factory to a new location about 20 kms. Away from its present site. As the workers transferred to the new site were living in town, the union demanded an increase of Rs. 60/- per month in the salary, but the Company offered to give Rs. 25/- only to cover the transport cost. When the plant was being shifted to the new site, negotiations went on uninterrupted between the Management and the Union on this issue. However both the parties could not come to a settlement even after 6 months. The Management was firm on their decision even though the union indicated some flexibility. The Union refused to compromise fully on the issue. They adopted go-slow tactics to pressurize the Management. The production went down drastically, but still the Management was firm on their stand. In the meanwhile the Management charge-sheeted some of the Trade Union leaders and suspended them pending enquiry.

- a) Analyse the case given above and elucidate the problem and causes.
- b) What is the Management's decision? If Yes/No- why?
- c) Explain the workers right in their approach? Comment.
- d) How can you resolve the problem as a General Manager –HR of this Company?

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