



<b>Program</b>	Master of Business Administration (MBA)	<b>Semester - 3</b>
<b>Type of Course</b>	Major	
<b>Prerequisite</b>		
<b>Rationale</b>	-	
<b>Effective From A.Y.</b>	2024-25	

Teaching Scheme (Contact Hours)				Examination Scheme				
Lecture	Tutorial	Lab	Credit	Theory Marks		Practical Marks		Total Marks
				T	T	P	P	
4	-	-	4	50	30	-	-	150

*SEE - Semester End Examination, T - Internal Theory, P - Internal Practical*

Course Content		T - Teaching Hours   W - Weightage	
Sr.	Topics	T	W
1	<b>1. Introduction to Industrial Relations</b> <ul style="list-style-type: none"> <li>Aspects of industrial relations, conflict and cooperation, parties in industrial relations, workers ,employers and government,</li> <li>Concept and determinants of Industrial relations the Indian scenario</li> <li>Managing Industrial Relations changes</li> </ul>	15	25
2	<b>Worker's Participation in Management</b> <ul style="list-style-type: none"> <li>Levels &amp; Mode of participation</li> <li>Works Committee</li> <li>Joint Management councils</li> <li>Worker Director</li> <li>Grievance Procedure</li> <li>QC.</li> </ul>	15	25
3	<b>The Factories Act 1948</b> <ul style="list-style-type: none"> <li>Definition</li> <li>approval</li> <li>licensing and registration,health, safety and welfare measures employment of women and young persons, leave with wages and weekly holidays</li> </ul>	15	25
4	<b>Miscellaneous</b> <ul style="list-style-type: none"> <li>Employee Discipline</li> <li>Grievance Handling Machinery</li> <li>Arbitration and Adjudication</li> <li>Collective Bargaining</li> <li>Sexual harassment of women in workplace</li> </ul>	15	25
<b>Total</b>		<b>60</b>	<b>100</b>

Suggested Distribution Of Theory Marks Using Bloom's Taxonomy				
Level	Understanding	Application	Analyze	Evaluate
<b>Weightage</b>	25	25	25	25

*NOTE : This specification table shall be treated as a general guideline for the students and the teachers. The actual distribution of marks in the question paper may vary slightly from above table.*



### Course Outcomes

**At the end of this course, students will be able to:**

CO1	Explain and discuss different provisions of labor laws and norms which are to be followed as mandated to employees; particularly while handling disciplinary issues, grievance or dispute as well as legal compliance
CO2	<i>Explain</i> the need of labor welfare practices and administration for peaceful Industrial relation
CO3	<i>Discuss and analyze</i> requirement of different labor laws and the different mechanisms of addressing disputes, grievances and workers' welfare and discipline
CO4	<i>Reflect</i> on different legal provisions and their importance in maintaining Industrial relation and worker participation

### CO PO Mapping

CO	CO - 1	CO - 2	CO - 3	CO - 4
PO - 1	3	2	3	2
PO - 2	2	2	3	2
PO - 3	2	3	2	3
PO - 4	3	3	3	3
PO - 5	2	2	2	2

### Reference Books

1.	<b>Labour and Industrial Laws (TextBook)</b> By P K Padhi   PHI Publication   Latest Edition
2.	<b>Elements of Industrial Law</b> By N.D. Kapoor , Dr. Rajni Abbi , Bharat Bhushan , Rajiv Kapoor   Sultan Chand & Sons (P) Ltd.   latest, Pub. Year 2018