

SD COLLEGE HOSHIARPUR

LECTURE PLAN FOR THE SESSION 2021-22

BBA (SEMESTER-V)

INDUSTRIAL RELATIONS AND LABOUR LEGISLATIONS

Course Objective:

The objective of the course is to acquaint students with the concepts of Industrial relations and relating labour laws. The course would also make the student capable of analyzing and understanding the role of trade unions in the Industrial setup.

Topic	Teaching Points	Specific Objectives	Methods, Approaches and Techniques	Resources & Reference Books:
Industrial Relations	Concept, objectives , Scope and Importance, participants, essentials of effective industrial relations.	To acquaint the students about the current issues related to workmen working in the industrial setup.	Class room teaching with examples.	1.B.D singh , Industrial relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
Approaches of IR	The system approach, Oxford approach,	To help students to understand different	Class room teaching with examples	1.B.D singh , Industrial relations and

	Sociology approach, The psychological approach, Human Relation approach, Gandhian Approach.	philosophies of various authors about Industrial relations.		labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
Industrial conflict	Nature, form, causes, effects.	Students should be able to outline the important cause and impact of industrial dispute.	Class room teaching with examples	1.B.D singh , Industrial relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
Collective	Nature, functions ,	To acquaint	Class room	1.B.D singh ,

bargaining	types and collective bargaining agreement.	students with problem solving techniques in peaceful manner in industrial setup.	teaching with examples	Industrial relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
Grievance Adminstration	Concept, Procedure, Guideline and discipline.	To make students fully understand concept of Grievance adminstration	Class room teaching with examples	1.B.D singh , Industrial relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.

Question Bank

1. What do you mean by industrial relations? Explain the essentials to make industrial relations effective.
2. Define industrial conflict. What is the importance and factors affecting industrial conflict?
3. What do you mean by collective bargaining? Explain its nature and types.
4. Explain the different approaches of industrial relations.
5. Elucidate in detail the various approaches of Industrial relations.
6. Explain the Grievance solving mechanism of Industries.
7. Outline the duties and liabilities of a registered trade union.
8. Define minimum wages. Explain the procedure of fixing minimum wage and also outline the obligations of the employer.
9. Outline the objectives and scope of the payment of wages act.
10. Outline the scope, objectives and modes of settlement of industrial disputes.

UNIT II

Topic	Teaching Points	Specific Objectives	Methods, Approaches and Techniques
Industrial dispute Act 1947	Scope, Objectives, Definitions, Modes of settlement of Industrial disputes, provisions regarding Strikes, lockouts, Lay off, retrenchment.	To enable students to understand reasons of industrial disputes and its settlement procedure.	Classroom teaching with case studies.
Trade Union act 1926	Introduction, Objectives, provisions regarding registration of trade union, Cancellation of trade union, duties, Liabilities, rights and privileges of a registered trade union.	To acquaint students with formation of trade union and various provisions of trade union act 1926.	Classroom teaching with case studies
Payment of wages act , 1936	Introduction , Scope , objectives, Rules of payment of wages and deduction from wage .	To enable students to get knowledge of Rules of payment of wages.	Classroom teaching with case studies
Minimum wages act 1948	Meaning of wage, Procedure of fixing minimum wage, Obligation of employer to pay minimum wage, Authorities and remedies under the act.	To provide detailed knowledge of provisions of Minimum wages act.	Classroom teaching with case studies

QUESTION BANK

1. What are the privileges to registered trade union?
2. What deductions can be made from wages under payment of wages act ?
3. . Define minimum wages. Explain the procedure of fixing minimum wage and also outline the obligations of the employer.
4. Outline the objectives and scope of the payment of wages act.
5. What are the privileges to registered trade union?