



Kot Bhalwal, Jammu



Model Institute of Engineering
& Technology (Autonomous)
Course Handout

COURSE HANDOUT

INDUSTRIAL RELATIONS AND LABOUR LAWS (MBA-433)

MBA-4TH SEMESTER

ACADEMIC YEAR (2023-24)

Dr Parul Sharma

Associate Professor

School of Management



School of Management

Model Institute of Engineering & Technology (Autonomous)

Kot Bhalwal, Jammu - 181122

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Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1



Please Do Not Print Unless Necessary



Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
							Sessional	Final Exam	Total
MBA-433	Industrial Relations and labour Laws	Core	4	4	0	0	30	70	100

COURSE OUTCOMES

At the end of the course the student will be able to:

CO1	Understand the industrial relations ecosystem in India
CO2	Interpret the stakeholder perspectives and their impact on industrial disputes.
CO3	Understand the legal framework of trade unions for strengthening industrial relations.
CO4	Analyze the process and strategies of collective bargaining.
CO5	Comprehend the various acts related to industrial relations.

Unit-I

Industrial Relations (IR): Meaning, Objective, Scope and Determinants; Dimensions of IR, Theories of IR in India; Framework for successful Industrial Relations programme in India.

(10 Hours)

Unit-II

Industrial Conflicts: Nature, causes and the effect of industrial disputes; Strikes and Lockouts, Industrial Dispute Act 1947; Machinery to resolve industrial dispute in India (Conciliation, Arbitration, Adjudication).

(12 Hours)

Unit-III

Trade Unions: Objectives, Structure and Strategies, Problems and Prospects of Trade Unions; Recognition of Trade Unions; Trade Union Act 1926 (Amendment, Act, 2001).

(8 Hours)

Unit-IV

Collective Bargaining: Meaning, objective, approaches, strategies and process; Impact of Collective Bargaining on Management of Industrial Relations, workers' participation in IR, Workers' education and training, Steering groups and quality circles.

(10 Hours)

Unit-V

Industrial Acts: Code of discipline in industry, Child Labour prohibition and regulation Act, 1986; Contract Labour Act 1970, Employee safety and welfare, future of IR in India, Impact of Technological change on Industrial relations.

(8 Hours)

Textbooks

S.No	Name of the Books	Name of the Author	Publisher Name	Edition (Pub.Yr.)
1	Dynamics of Industrial Relations	Mamoria C.B, S. Mamoria S.V. Gankar	Himalaya Publication House	16th (2016)
2.	Industrial Relations and Labour Laws	Srivastava S.C	Vikas Publishing House	6th (2012)

Reference Books

S.No	Name of the Books	Name of the Author	Publisher Name	Edition (Pub.Yr.)
1	Human Resource Management Text and Cases	Rao VSP	Excel books	3rd (2013)



COURSE PLAN		
Unit-I Industrial Relations (IR)		
S.No	Topics	Recommended Books
1	Introduction to Industrial Relations	Book 1, Ch.7
2	Meaning and Objective of Industrial Relations	Book 1, Ch.7
3	Scope and Determinants of Industrial Relations	Book 1, Ch.7
4	Dimensions of Industrial Relations	https://ijcrt.org/papers/IJCRT2003088.pdf
5	Theories of IR in India	Book 1, Ch.7
6	Framework for successful Industrial Relations programme in India	https://www.mbaknol.com/human-resource-management/requirements-of-a-successful-industrial-relations-programme/
Unit-II Industrial Conflicts		
7	Introduction and nature of Industrial Disputes	https://www.mlsu.ac.in/econtents/1238_Industrial%20disputes.pdf
8	Effect of industrial disputes	Book 1, Ch.2
9	Strikes and Lockouts	https://ccsuniversity.ac.in/ccsum/Departmentnews/2020-08-13_145.pdf
10	Industrial Dispute Act 1947	https://www.indiacode.nic.in/bitstream/123456789/16960/1/industrial-disputes-act-1947.pdf
11	Machinery to resolve industrial dispute in India (Conciliation)	http://inet.vidyasagar.ac.in:8080/jsui/bitstream/123456789/6335/10/10_Chapter%202.pdf
12	Machinery to resolve industrial dispute in India (Arbitration)	Book 1, Ch.17
13	Machinery to resolve industrial dispute in India (Adjudication)	Book 1, Ch.18
Unit-III Trade Unions		
14	Concept and Objectives of Industrial Relations	https://monad.edu.in/img/media/uploads/objectives%20of%20industrial%20relations.pdf
15	Structure and Strategies of Trade Union	Book 1, Ch.4
16	Problems and Prospects of Trade Unions	Book 1, Ch.5
17	Trade Union Act 1926 (Amendment, Act, 2001)	https://www.indiacode.nic.in/repealed-act/repealed_act_documents/A2001-31.pdf
Unit-IV Collective Bargaining		
18	Concept of Collective Bargaining	Book 3, Ch.15
19	Meaning, objective and approaches	Book 3, Ch.15
20	Strategies and process	Book 1, Ch.15
21	Impact of Collective Bargaining on Management of Industrial Relations	Book 1, Ch.15



22	Workers' participation in IR	Book 1, Ch.23
23	Workers' education and training	Book 1, Ch.22
24	Steering groups and quality circles	https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3109394
Unit-V Industrial Acts		
28	Code of discipline in industry	https://edukedar.com/code-of-discipline-in-industrial-relation/#gsc.tab=0
29	Child Labour prohibition and regulation Act, 1986	https://labour.gov.in/sites/default/files/act_2.pdf
30	Contract Labour Act 1970	https://www.indiacode.nic.in/bitstream/123456789/1467/1/A1970-37.pdf
31	Employee safety and welfare	Book 1, Ch.3
32	Future of IR in India	https://journals.sagepub.com/doi/pdf/10.1177/0256090919960404#:~:text=In%20conclusion%2C%20it%20needs%20to,totally%20new%20set%20of%20parameters.
33	Impact of Technological change on Industrial relations	https://www.mbaskool.com/business-articles/human-resource/8343-emerging-technologies-a-the-impact-on-employee-relations.html

ADDITIONAL WEB RESOURCES

1.	Course Pack on Industrial Relations and labour Laws created on Harvard Business Publishing https://hbsp.harvard.edu/coursepacks/1147765
2.	NPTEL: Video lectures on Labour Codes of India Lecture series by Prof. K.D Raju, IIT Kharagpur https://nptel.ac.in/courses/129105006

GRADING AND ASSESSMENT

- **Sessional Test:** 15 marks
- **Assignment:** 10 marks
- **Attendance:** 5 marks
- **Final Examination:** 70 marks

COURSE POLICIES

- **Attendance:** Minimum 75% attendance is mandatory to appear in the final examination of the course.
- **Academic Integrity:** MIET's academic integrity policies apply. Plagiarism will not be tolerated.
- **Late Submissions:** Assignments and projects must be submitted by the specified timelines.





FACULTY INFORMATION

- **Office Hours**

Tuesday (12:05 PM - 12:55 PM)

Thursday (12:05 PM - 12:55 PM)

- **Contact Information**

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