



Lesson Plan No. 1	Course Name: Industrial Relations and labour Laws Topic: Understanding Industrial Relations (IR)	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define and explain the concept of industrial relations.Understand the historical development of industrial relations.Identify the key actors and stakeholders involved in industrial relations.Recognize the main functions and objectives of industrial relations.Analyze the importance of industrial relations in maintaining workplace harmony and productivity.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">Ask questions to share their understanding of "industrial relations"What is Industrial RelationsWhat is the meaning and concept of industrial relationsBriefly define IR and highlight its importance in today's worldIllustrate key events and milestones in the development of IR (e.g., Industrial Revolution, labor movements, rise of trade unions, labor laws)Talk about issuesIntroduce the formal definition of Industrial Relations2. Development (30 minutes)<ol style="list-style-type: none">Introduction<ul style="list-style-type: none">Define Industrial RelationsHighlight the important characteristics and its relevanceIdentify and explain the roles of key stakeholders in IR, such as employers, employees, trade unions, government, and civil societyDiscuss the impact of IR on various aspects, such as:<ul style="list-style-type: none">Business performance (e.g., productivity, employee morale, profitability)Employee well-being (e.g., wages, working conditions, job security)Social stability and economic developmentMeaning of Industrial RelationsConcept of Industrial RelationsDefinitions of Industrial RelationsPhilosophy behind Industrial Relations



	<p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Think-Pair-Share <p>Divide students into pairs and pose a question related to IR, such as "What are the biggest challenges to maintaining positive industrial relations today?" Ask them to discuss, share their thoughts, and then share their insights with the class</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Industrial Relations by C.B Mammoria <p>https://www.vedantu.com/commerce/industrial-relations</p> <p>Spend 5 minutes to wrap up and consolidate the learning</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Quiz Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 2	Course Name: Industrial Relations & Labour Laws	Course No.: MBA-433
	Topic: Dimensions of IR	

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and understand the key dimensions of industrial relations. Analyze the interplay between different dimensions of IR. Identify the factors influencing each dimension. Recognize the impact of various dimensions on workplace dynamics.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power point presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions Ask students to share their understanding of "industrial relations". Briefly introduce the concept of industrial relations (IR) and its importance in workplaces. Discuss different types of issues related to industrial relations Introduce the main dimensions of IR (economic, social, political, and legal) and provide a brief overview of each. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Economic Dimension <ul style="list-style-type: none"> Explore factors like wages, working conditions, productivity, and collective bargaining. Use examples like strikes, minimum wage debates, and automation to illustrate their impact Social Dimension <ul style="list-style-type: none"> Discuss power dynamics, workplace culture, communication, diversity, and employee well-being. Use examples like unions, employee engagement surveys, and conflict resolution practices Political Dimension <ul style="list-style-type: none"> Examine the role of government, political ideologies, lobbying, and international labor standards. Use examples like labor laws, trade agreements, and social movements Legal Dimension <ul style="list-style-type: none"> Explain the importance of labor laws, regulations, and legal rights and responsibilities of employers and employees. Use examples like unfair labor practices, grievance procedures, and discrimination lawsuits Exercise- (5 Minutes) Think-Pair-Share



	Ask students to reflect on the impact of these dimensions on their future careers or chosen industries (individually, then share with a partner)
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Industrial Relations by C.B Mammoria https://www.hrkatha.com/opinion/four-dimensions-of-industrial-relations/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 3	Course Name: Industrial Relations and Labour Laws Topic: Theories of IR in India	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the major IR theories influencing the Indian context.Analyze how these theories impact industrial relations and labor laws.Develop a critical perspective on the applicability of Western IR theories in India.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask students about their understanding of International Relations (IR) and its relevance to Industrial RelationsWhat are the theories of Industrial RelationsWhat is the relevance of theories of Industrial RelationsDevelopment (30 minutes)<ul style="list-style-type: none">Briefly explain the complex and unique landscape of industrial relations in India, highlighting factors like diversity, cultural influences, and historical legacy.Define IR theories as frameworks to explain state interactions and global order.Briefly mention prominent Western theories like Realism, Liberalism, and Marxism.Concept of theories of Industrial RelationsHighlight the major relevance of theories of industrial relationsColonial Impact: Discuss how colonial rule shaped India's political and economic structures, impacting labor relations.Non-Alignment & Its Legacy: Explain the concept of non-alignment and its influence on India's IR approach, highlighting its impact on labor policies.Domestic Influences: Discuss how diverse cultural norms, religions, and social structures influence industrial relations in India.Engaging with Western TheoriesRealism: Analyze the applicability of this theory's focus on national interests and power dynamics in the Indian contextDiscuss India's nuclear policy and strategic partnerships.Liberalism: Examine how its emphasis on cooperation, economic interdependence, and international institutions aligns with India's growing global role.Discuss challenges like trade unions and social inequalities.Marxism: Explore how its focus on class struggles and worker



	<p>exploitation resonates with issues in Indian labor relations.</p> <ul style="list-style-type: none">- Discuss challenges like informal sector and minimum wage debates.- Beyond the West:- Alternative and Postcolonial Perspectives: Introduce theorists like Ashis Nandy and Dipankar Gupta who critique Eurocentrism and advocate for context-specific approaches to IR.- Discuss concepts like "soft power" and "South-South cooperation."- Emerging Theories: Briefly touch upon newer theories like Constructivism and Feminist IR, exploring their potential relevance to understanding changing dynamics in Indian labor relations. <p>Exercise (5 minutes) –</p> <p>Summarizing</p> <ul style="list-style-type: none">- Briefly summarize the key takeaways from the session in your own words.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Industrial Relations by C. B Mammoria https://intactone.com/theories-of-industrial-relations/ <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 4	Course Name: Industrial Relations and Labour Laws Topic: Framework for a successful Industrial Relations programme	Course No.: MBA-433
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Objectives	At the end of the lesson, the student shall be able to: a. Understand the key components of a successful industrial relations programme. b. Identify the benefits of positive industrial relations for both employees and employers. c. Analyze real-world scenarios and suggest improvements for strengthening industrial relations.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students to share their understanding of "industrial relations" and its importance in organizations.- Briefly discuss the impact of good and bad industrial relations on businesses and employees.- Clearly explain the concept of a "Framework for Successful Industrial Relations Programme" and its role in promoting cooperation and mutual understanding between employees and management.- Briefly mention the key things students will learn during the session.- Development (30 minutes)<ol style="list-style-type: none">a) Introduction<ul style="list-style-type: none">- Communication : Discuss the importance of clear, open, and two-way communication between employees and management.- Explain mechanisms like regular meetings, grievance redressal systems, and employee feedback channels.- Mutual Respect: Emphasize the importance of treating each other with respect and dignity, regardless of position or rank.- Encourage fair treatment and appreciation for diverse perspectives.- Joint Problem-Solving :Explain the benefits of collaborative problem-solving approaches, such as negotiation, mediation, and joint committees.- Encourage students to think about strategies for addressing conflicts constructively.- Fairness and Transparency: Discuss the importance of fair and transparent policies, procedures, and decision-making processes.- Emphasize equal opportunities and non-discriminatory



	<p>practices.</p> <ul style="list-style-type: none">- Legal Compliance: Briefly explain the importance of complying with labour laws and regulations.- Highlight their role in protecting employee rights and fostering a safe and healthy work environment.- Benefits of Successful Industrial Relations <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Think-Pair-Share: Divide students into pairs and present them with a real-world scenario (e.g., a company facing employee dissatisfaction due to communication issues).- Think individually: Briefly analyze the scenario and identify the potential problems related to industrial relations.- Pair up: Discuss their individual thoughts and propose solutions based on the key components of a successful industrial relations programme.- Share with the class: Each pair can share one solution with the whole group for a class discussion.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Industrial Relations by C.B Mammoria https://www.studocu.com/in/document/desh-bhagat-university/human-resource-management/chapter-15/28379373 <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 5	Course Name: Industrial Relations and Labour Laws Topic: The Alternative Framework for Successful IR program	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none">a. Understand the key components of a successful industrial relations programme.b. Identify the benefits of positive industrial relations for both employees and employers.c. Analyze real-world scenarios and suggest improvements for strengthening industrial relations.
Teaching Aids (if any)	<ul style="list-style-type: none">a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students to share their understanding of "industrial relations" and its importance in organizations.- Briefly discuss the impact of good and bad industrial relations on businesses and employees.- Clearly explain the concept of a "Framework for Successful Industrial Relations Programme" and its role in promoting cooperation and mutual understanding between employees and management.- Briefly mention the key things students will learn during the session.2. Development (30 minutes)<ol style="list-style-type: none">a) Introduction<ul style="list-style-type: none">- Define different types of approaches to industrial relations- Highlight the important approaches and its relevance- Discuss the importance of clear, open, and two-way communication between employees and management.- Explain mechanisms like regular meetings, grievance redressal systems, and employee feedback channels.- Emphasize the importance of treating each other with respect and dignity, regardless of position or rank.- Encourage fair treatment and appreciation for diverse perspectives.- Explain the benefits of collaborative problem-solving approaches, such as negotiation, mediation, and joint committees.- Encourage students to think about strategies for addressing conflicts constructively.- Discuss the importance of fair and transparent policies, procedures, and decision-making processes.



	<ul style="list-style-type: none">- Emphasize equal opportunities and non-discriminatory practices.- Briefly explain the importance of complying with labour laws and regulations.- Highlight their role in protecting employee rights and fostering a safe and healthy work environment.- Exercise (5 minutes) – One-minute paper- Ask students to write down one key takeaway from the session and any questions they may have.- Collect the papers to gauge their understanding and address any lingering questions.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Industrial Relations by C.B Mammoria https://egyankosh.ac.in/bitstream/123456789/70958/1/Block-1.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 6	Course Name: Industrial relations and labour laws Topic: Industrial Conflict	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define industrial conflict and its various forms.Understand the causes and consequences of industrial conflict.Analyze different approaches to resolving industrial conflict.Develop critical thinking and problem-solving skills in industrial relations context.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Briefly introduce yourself and the topic of industrial conflict.Briefly discuss the importance of industrial relations and how conflict resolution plays a crucial role in maintaining harmonious work environments.Development (30 minutes)<ul style="list-style-type: none">IntroductionDiscuss the concept of industrial conflict, its different forms (strikes, lockouts, go-slows, absenteeism, etc.).Use visuals such as images, videos, or infographics to illustrate different types of conflicts.Engage students in a short discussion on their understanding of conflict in workplaces.Explore the various factors leading to industrial conflict, such as:<ul style="list-style-type: none">Wages and benefitsWorking conditionsJob securityManagement practicesUnion-management relationsEncourage students to analyze the root causes of industrial conflicts they might have heard about in news or personal experiences.Discuss the negative impacts of industrial conflict on all stakeholders, including employers, employees, and society as a whole.Consider economic losses, productivity decline, social unrest, and damage to employee morale.Use data or statistics to quantify the impact of industrial conflict.Introduce various methods of resolving industrial conflict, such as:



	<ul style="list-style-type: none">- Negotiation- Conciliation- Mediation- Arbitration- Adjudication- Briefly explain each method and its key features.- Organize a group discussion on the effectiveness of different conflict resolution methods in various scenarios.- Exercise (5 minutes) – One-Minute Paper- Provide students with a prompt (e.g., What was the most important thing you learned today? What questions do you still have?) and let them write their responses for a minute.- This helps gauge their understanding and identify areas for improvement.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading Industrial Relations by C.B Mammoria <p>https://www.nprcet.org/site/download?file=Notes+IRLW+Unit+II.pdf</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 7	Course Name: Industrial Relations and labour Laws Topic: Nature causes and the effect of industrial disputes	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the nature and types of industrial disputes.Analyze the factors contributing to industrial disputes.Discuss the impact of industrial disputes on stakeholders and the economy.Identify strategies for preventing and resolving industrial disputes.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Start by asking students to share their understanding of "industrial disputes."Briefly discuss various newsworthy examples. Introduce the formal definition of industrial disputesIntroduce the concept of industrial disputes, highlighting their prevalence and significance in labor relations.Explain the different types of industrial disputes, such as individual disputes, collective disputes, interest disputes, and rights disputes.Use clear examples to illustrate each type.Development (30 minutes)<ul style="list-style-type: none">Causes of Disputes: Dive deeper into the causes of industrial disputes by exploring economic, social, psychological, organizational, and legal factors.Utilize interactive methods like brainstorming or collaborative writing on the board.Impact of Disputes: Discuss the far-reaching consequences of industrial disputes on various stakeholders, including workers, employers, consumers, society, and the national economy.Encourage students to analyze these impacts from different perspectives.Dispute Resolution Mechanisms: Introduce various methods for resolving industrial disputes, such as negotiation, conciliation, arbitration, adjudication, and collective bargaining.Explain the purpose and process involved in each method. <p>Exercise (5 minutes) –</p> <p>One-Minute Paper: Ask students to answer the following prompt in one minute:</p>



	- "What is one key action that can be taken to prevent or effectively resolve industrial disputes?" This encourages individual reflection and summarization.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Industrial Relations by C.B Mammoria https://www.mlsu.ac.in/econtents/1238_Industrial%20disputes.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 8	Course Name: Industrial Relations and labour Laws Topic: Industrial Disputes Act 1947	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Understand the purpose and key provisions of the Industrial Disputes Act, 1947. b. Identify the different mechanisms available for resolving industrial disputes under the Act. c. Critically analyze the effectiveness of the Act in maintaining industrial peace.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Share a recent news article or case study about an industrial dispute in India.- Ask students to brainstorm the potential impact of such disputes on workers, employers, and the economy.2. Development (30 minutes)<ul style="list-style-type: none">- Briefly explain the historical context of the Act and its significance in regulating industrial relations in India.- Key Definitions: Define key terms like "industry," "industrial dispute," "workman," and "employer" as per the Act.- Mechanisms for Dispute Resolution:<ul style="list-style-type: none">- Conciliation: Explain the role of Conciliation Officers and Boards in facilitating amicable settlements between parties.- Adjudication: Discuss the different adjudicatory bodies (Labor Courts, Tribunals, and National Tribunals) and their powers to adjudicate disputes.- Collective Bargaining: Briefly mention the role of trade unions and collective bargaining agreements in preventing disputes.- Unfair Labor Practices: Explain the provisions prohibiting unfair labor practices by both employers and employees.- Strikes and Lockouts:<ul style="list-style-type: none">- Discuss the legal framework regulating strikes and lockouts, including restrictions and permissible situations.- Layoff, Retrenchment, and Closure:<ul style="list-style-type: none">- Explain the procedures and safeguards provided by the Act in cases of layoff, retrenchment, and closure of establishments.- Exercise (5 minutes) –<ul style="list-style-type: none">- Think-Pair-Share: Divide students into groups and ask them to discuss the following question:<ul style="list-style-type: none">- "What are the biggest challenges in implementing the Industrial



	Disputes Act effectively in today's context?" - Each group shares their insights with the class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading Industrial relations by C.B Mammoria <p>https://www.indiacode.nic.in/bitstream/123456789/16960/1/industrial-disputes-act-1947.pdf</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 9	Course Name: Industrial Relations and labour Laws Topic: Industrial Dispute Act 1947 (II)	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define industrial relations and its importance.Understand the basic principles of labor laws.Recognize the key stakeholders involved in industrial relations.Identify the challenges and opportunities in maintaining harmonious industrial relations.
Teaching Aids (if any)	<ol style="list-style-type: none">Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask questions What are the types of committees What is the purpose of different committeesIntroduce the duties of works CommitteesConciliation OfficersBoard of ConciliationDefine industrial relations and its scope.Explain the importance of maintaining harmonious industrial relations for businesses, employees, and society as a whole.Briefly introduce the concept of labor laws and their role in regulating the workplace.Development (30 minutes)<ul style="list-style-type: none">Introduce the key stakeholders involved in industrial relations: employers, employees, trade unions, government agencies, etc.Discuss the roles and interests of each stakeholder.Provide an overview of the basic principles of labor laws, such as minimum wages, working hours, discrimination, health and safety standards, etc.Highlight some key landmark labor laws in your country or region (e.g., Fair Labor Standards Act in the US).Challenges and Opportunities:<ul style="list-style-type: none">Discuss some common challenges in maintaining harmonious industrial relations, such as globalization, technological advancements, changing workforce demographics, etc.Discuss potential opportunities for improving industrial relations practices, such as collective bargaining, conflict



	<p>resolution mechanisms, employee engagement initiatives, etc. Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Think-Pair-Share: Divide students into pairs and present them with a real-world scenario related to industrial relations or labor laws.- Ask them to think individually, discuss their thoughts with their partner, and then share their insights with the class.-
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading Industrial Relations by C.B Mammoria <p>https://www.mlsu.ac.in/econtents/1238_Industrial%20disputes.pdf</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 10	Course Name: Industrial Relations and labour Laws Topic: Machinery to resolve Industrial Dispute	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define industrial disputes and understand their impact on businesses and employees.Identify different mechanisms available for resolving industrial disputes.Analyze the advantages and disadvantages of each mechanism.Apply their knowledge to a real-world scenario through an activity.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Start by asking students to recall any recent news stories about industrial disputes (strikes, lockouts, etc.).Discuss the impact of such disputes on the parties involved and the economy in general.Briefly define "industrial dispute", "strike", "lockout", and "collective bargaining".Explain the importance of having effective mechanisms for resolving industrial disputes to maintain harmonious industrial relations and promote economic stability.Development (30 minutes)<ul style="list-style-type: none">Mechanisms for Dispute Resolution: Introduce the different mechanisms available for resolving industrial disputes, such as:<ul style="list-style-type: none">Grievance Redressal Mechanism: Explain the internal process within a company for addressing individual employee grievances.Works Committee: Discuss the role of joint committees comprising employee and management representatives in resolving workplace issues.Conciliation: Explain the role of a neutral third party in facilitating communication and settlement between disputing parties.Arbitration: Describe the process of appointing an arbitrator to make a binding decision on the dispute.Adjudication: Explain the role of labor courts and tribunals in adjudicating disputes and issuing verdicts.Comparative Analysis:<ul style="list-style-type: none">Provide a table or chart comparing the mechanisms on factors like timeliness, cost, confidentiality, and enforceability.Facilitate a class discussion on the strengths and weaknesses of



	<p>each mechanism.</p> <ul style="list-style-type: none">- Recent Developments: Briefly discuss any recent legislative changes or landmark court decisions impacting dispute resolution practices.- Exercise (5 minutes) –- Summarizing: Briefly summarize the key points covered in the lesson, emphasizing the importance of effective dispute resolution mechanisms in industrial relations.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading Industrial Relations by C. B Mammoria <p>"Resolving Industrial Disputes: A Guide for Employers and Employees" (International Labour Organization): https://www.ilo.org/wcmsp5/groups/public/@dgreports/@jur/documents/publication</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 11	Course Name: Industrial Relations and labour Laws Topic: Alternative Dispute Resolution	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Define and understand the concept of Alternative Dispute Resolution (ADR) in the context of industrial relations and labor laws. b. Identify different types of ADR mechanisms commonly used in labor disputes. c. Analyze the advantages and disadvantages of using ADR compared to traditional litigation. d. Participate in a simulated ADR scenario related to a labor dispute.
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions to students to share their experiences with conflict resolution, either personal or professional.- Discuss the challenges and limitations of traditional methods like litigation.- Explain the concept of ADR and its growing importance in resolving labor disputes.- Briefly highlight its key features like confidentiality, flexibility, and cost-effectiveness.- Briefly introduce the different types of ADR mechanisms commonly used in labor disputes, such as mediation, arbitration, conciliation, and fact-finding.2. Development (30 minutes)<ol style="list-style-type: none">a) Introduction<ul style="list-style-type: none">- Briefly explain each type of ADR mechanism through a presentation, highlighting its process, roles of participants, and potential outcomes.- Showcase real-life examples of ADR in actionb) Benefitsc) Alternative Disciplined) Binding arbitratione) Conciliationf) Cooperative problem solvingg) Dispute panels <p>- Emphasize the advantages and disadvantages of each ADR mechanism compared to traditional litigation. Use a table or chart to</p>



	<p>visually compare key aspects.</p> <p>Exercise (5 minutes)</p> <p>One-Minute Paper</p> <ul style="list-style-type: none">- Give students one minute to write down their key takeaways from the lesson and any remaining questions they have.- Collect the papers and address any common questions in the next class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading Industrial Relations by C. B Mammoria <p>https://www.tndalu.ac.in/econtent/2_Alternate_Dispute_Resolution.pdf</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 12	Course Name: Industrial Relations and labour Laws Topic: Trade Unions	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define and understand the concept of trade unions.Analyze the historical development of trade unions.Explain the functions and objectives of trade unions.Discuss the impact of trade unions on industrial relations and labor laws.Critically evaluate the arguments for and against trade unions.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask students to think about a job they know well and share the challenges workers might face.Briefly discuss the concept of collective action and how it could help address these challenges.Define trade unions and provide historical context for their emergence.Briefly mention their key functions and objectives.Development (30 minutes)<ul style="list-style-type: none">Historical Development of Trade UnionsDiscuss the factors that led to the rise of trade unions, such as the Industrial Revolution and working conditions.Highlight major milestones in their development, including important strikes and legislation.Use visuals like timelines or historical images to enhance engagement.Functions and Objectives of Trade UnionsPresent the core functions of trade unions, such as collective bargaining, grievance redressal, and lobbying for better working conditions.Discuss their objectives related to improving wages, benefits, safety, and worker rightsImpact on Industrial Relations and Labor LawsExplain how trade unions have influenced industrial relations by establishing power dynamics and shaping legislation governing labor practices.Mention specific examples of regulations that emerged due to union pressure.Present both sides of the debate on trade unions.Discuss arguments highlighting their positive impact on worker rights and economic equality, as well as concerns about



	<p>potential limitations on business flexibility and efficiency. Exercise (5 minutes) –</p> <p>Summarizing</p> <ul style="list-style-type: none">- Summarize the main points covered in the lesson and reiterate the importance of trade unions in understanding industrial relations and labor laws.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Industrial Relations by C. B Mammoria https://mospi.gov.in/sites/default/files/Statistical_year_book_india_chapters/Trade_Union.pdf <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 13	Course Name: Industrial Relations and labour Laws Topic: Theories of Trade Union	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Identify and explain the major theories of trade unions.Critically analyze the strengths and weaknesses of each theory.Apply these theories to real-world situations.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask students what they know about trade unions and their purpose.Explain the basic concept of trade unions and their role in industrial relations.Explain that there are different ways to understand how trade unions function and what their goals are.Briefly mention the different theories we will be discussing (e.g., Pluralist, Marxist, etc.).Development (30 minutes)<ul style="list-style-type: none">Briefly explain the key points of each theory, using clear language and avoiding jargon. You can use visuals like diagrams or flowcharts to aid understanding.Pluralist Theory: Emphasizes the role of trade unions in balancing power between workers and employers in a democratic society.Marxist Theory: Views trade unions as a tool for workers to fight against capitalist exploitation and achieve class revolution.Bargaining Model Theory: Sees trade unions as rational actors trying to maximize the economic benefits of their members through collective bargaining.Resource Mobilization Theory: Focuses on how trade unions acquire and use resources to achieve their goals.Institutionalist Theory: Examines the role of legal and social institutions in shaping trade union behavior and outcomes.Encourage students to discuss its strengths and weaknesses.What are the main assumptions of this theory?What are the key implications of this theory for understanding trade unions?What are the limitations of this theory? Can you think of examples where it doesn't hold true?



	<ul style="list-style-type: none">- How might this theory be used to explain real-world events involving trade unions?- Compare and contrast theories: Help students identify the similarities and differences between the different theories. You can create a comparison table on the board. <p>Exercise (5 minutes) – Summarize key points</p> <ul style="list-style-type: none">- Briefly review the main theories of trade unions and their implications.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Industrial Relations by C.B Mammoria https://www.indiancommunities.org/2020/03/13/theory-of-trade-unionism/ <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 14	Course Name: Industrial Relations and labour Laws Topic: Objective Structure and Strategies of Trade Union	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Define the objectives and structure of trade unions. b. Analyze different strategies employed by trade unions to achieve their goals. c. Evaluate the effectiveness of various trade union strategies. d. Discuss the relevance of trade unions in the modern workplace.
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students what they know about trade unions. What are their primary roles?- Have they ever heard of or been involved in any trade union activities?- Briefly discuss the historical context of trade unions and their evolution over time.- Highlight their role in improving working conditions and workers' rights.- Define "trade union," "objectives," and "strategies" in the context of the lesson.2. Development (30 minutes)<ul style="list-style-type: none">- Objectives of Trade Unions:<ul style="list-style-type: none">- Discuss the various objectives of trade unions, such as:<ul style="list-style-type: none">- Improving wages and benefits- Ensuring safe working conditions- Representing workers in grievances and collective bargaining- Promoting worker solidarity and political engagement- Influencing government policies- Structure of Trade Unions:<ul style="list-style-type: none">- Explain the basic structure of trade unions, including local chapters, national federations, and international confederations.- Discuss the roles and responsibilities of different levels of leadership.- Use diagrams or visuals to aid understanding.- Strategies of Trade Unions:<ul style="list-style-type: none">- Analyze different strategies employed by trade unions to achieve their objectives, such as:<ul style="list-style-type: none">- Collective bargaining- Strikes and protests



	<ul style="list-style-type: none">- Lobbying and political action- Public education and awareness campaigns- International solidarity- Discuss the advantages and disadvantages of each strategy.- Encourage students to consider the effectiveness of different strategies in different contexts. <p>Use examples to illustrate each objective.</p> <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Think-Pair-Share- Divide students into pairs and distribute sticky notes.- Ask them to write down one challenge facing trade unions today on a sticky note.- After a few minutes, have pairs discuss their challenges and come up with potential solutions.- Then, invite volunteers to share their thoughts with the class.
Closure	<p>Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>Industrial Relations by C.B Mammoria</p> <p>https://www.epw.in/system/files/pdf/1965_17/13/structure_of_tradeunion_organisation.pdf</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. <p>Briefly review key points covered in the class.</p> <p>Question and answer session to assess students' understanding.</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 15	Course Name: Industrial Relations and labour Laws Topic: Problems and prospects of trade Unions	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Understand the historical role and significance of trade unions. b. Identify the major problems faced by trade unions in the contemporary context. c. Analyze the prospects and future challenges of trade unions. d. Develop critical thinking and communication skills through interactive activities.
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask students to share their initial thoughts and experiences with trade unions.Briefly discuss the history and evolution of trade unions globally.Show a short video clip about a recent trade union activity (e.g., a strike, negotiation).Clearly state the specific learning objectives for the lesson.Emphasize the importance of understanding the complexities of trade unions in the current industrial landscape.Development (30 minutes)<ul style="list-style-type: none">Problems Faced by Trade UnionsUse a lecture-discussion format to explore key challenges faced by trade unions, such as:<ul style="list-style-type: none">Declining membershipGlobalization and economic restructuringTechnological advancements and automationChanging legal and regulatory frameworksInternal divisions and fragmentationEncourage active participation through:Prospects of Trade UnionsDiscuss the potential ways in which trade unions can adapt and thrive in the future, including:<ul style="list-style-type: none">Organizing new sectors and demographicsLeveraging technology and communication toolsBuilding strategic alliances and partnershipsFocusing on broader social and economic issuesBriefly collect and review the responses to assess understanding and address any lingering issues.



	<p>Exercise (5 Minutes)- One-Minute Paper</p> <ul style="list-style-type: none">- Ask students to write down their key takeaways from the lesson and any remaining questions they have.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these topics2. Suggested Reading Industrial Relations by C.B Mammoria <p>https://www.mbaknol.com/human-resource-management/problems-faced-by-trade-unions-in-india/</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Quiz <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 16	Course Name Industrial Relations and labour Laws Topic: Role of Indian Labour Organization in Trade Union Movement	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the role and functions of the ILO in India.Analyze the impact of ILO conventions and recommendations on Indian trade unions.Discuss the current challenges and future prospects of the ILO in India.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask students to brainstorm what they know about the ILO and its role in labor relations.Write down their responses on the board.Briefly explain the history, structure, and key functions of the ILO.Highlight its tripartite nature involving governments, employers, and workers.Mention its role in setting international labor standards.Development (30 minutes)<ul style="list-style-type: none">Discuss the historical involvement of the ILO in India since its inception.Explain how ILO conventions and recommendations have influenced Indian labor laws and policies (e.g., Minimum Wages Act, Trade Unions Act).Provide examples of specific cases where the ILO has intervened in labor disputes in India.Contribution from Ministry of Labour and OrganizationImpact of ILO on Trade Unions (10 minutes):<ul style="list-style-type: none">Analyze the positive impacts of ILO on Indian trade unions (e.g., strengthening organization, bargaining power, improved working conditions).Discuss the challenges faced by Indian trade unions in implementing ILO standards (e.g., informality, multiple unions, political interference).Encourage student discussion on the effectiveness of the ILO in addressing these challenges.Future ProspectsDiscuss the evolving role of the ILO in the context of globalization and changing workforce demographics.



	<ul style="list-style-type: none">- Encourage students to think about the future priorities and opportunities for the ILO in India (e.g., promoting decent work, social dialogue, tackling informal sector). Exercise (5 minutes) – Summarizing- Summarize the key points of the lesson and encourage students to ask any remaining questions.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students2. Suggested Reading Industrial Relations by C.B Mammoria India & ILO" by Ministry of Labour & Employment (https://labour.gov.in/leandilasdivision/india-ilo) Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 17	Course Name: Industrial Relations and labour Laws Topic: Recognition of Trade Unions	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define and understand the concept of trade union recognition.Discuss the importance of trade union recognition in the trade union movement.Analyze the process of achieving trade union recognition.Explore the advantages and disadvantages of trade union recognition for both employees and employers.Develop critical thinking skills through analysis and discussion.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Asking students what they know about trade unions and their role in the workplace.- Define trade union recognition and its significance in the trade union movement.- Briefly explain the different methods of achieving recognition.- Inform students about the learning objectives and activities for the session.Development (30 minutes)<ul style="list-style-type: none">- Historical context and development of the concept.- Legal framework for recognition (varies by country/region).- Different methods of achieving recognition: voluntary recognition, statutory recognition, ballot.- Advantages and disadvantages of recognition for both parties:<ul style="list-style-type: none">- Employees: Collective bargaining power, improved working conditions, legal protection.- Employers: Stable workforce, improved communication, potential for conflict resolution.- Discussion: Facilitate a discussion on the following questions:<ul style="list-style-type: none">- Why is trade union recognition important for the trade union movement?- What are the potential challenges in achieving recognition?- How can both employers and employees ensure a successful relationship after<p>Exercise- (5 Minutes)</p><ul style="list-style-type: none">- One-minute paper: Ask students to write down their key takeaways from the lesson and any remaining questions they might have.- Collect the papers for review and address any common



	questions in the next class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students2. Suggested Reading Industrial Relations by C.B Mammoria https://lawbhoomi.com/recognition-of-trade-unions/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 18	Course Name: Industrial Relations and labour Laws Topic: Recognition of Trade Unions and its importance and types	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and understand the concept of trade unions and their recognition. Explain the importance of trade unions in industrial relations. Identify different types of trade unions and their characteristics. Analyze the impact of trade unions on businesses and employees. Engage in critical thinking and discussion about the role of trade unions in the modern workplace.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Brainstorm with the class about different examples of workers' groups or associations. Briefly discuss their purpose and activities. Define trade unions and their recognition process. Briefly explain the historical context and rationale for trade unions. Briefly touch upon the global scenario of trade unions. Development (30 minutes) <ul style="list-style-type: none"> Discuss the functions and objectives of trade unions. Explain how trade unions contribute to better working conditions, wages, and employee welfare. Highlight their role in collective bargaining and dispute resolution. Introduce different types of trade unions based on industry, occupation, skill level, etc. (e.g., craft unions, general unions, industrial unions). Explain the characteristics and structure of each type. Discuss the strengths and weaknesses of different types of unions. Facilitate a class discussion on the potential benefits and drawbacks of trade unions for businesses and employees. Encourage critical thinking about the evolving role of trade unions in the contemporary workplace. Consider different perspectives (e.g., management, workers, government) on trade unions. Use specific examples to illustrate the positive impact of trade unions. Prevalence of Trade unions in India All India Trade Union Congress (AITUC)



	<ul style="list-style-type: none">- Bharatiya Mazdoor Sangh (BMS)- Centre of Indian Trade Unions (CITU)- Hind Mazdoor Kisan Panchayat (HMKP)- National Labor Organization (NLO) <p>Exercise (5 Minutes) One-Minute Paper</p> <ul style="list-style-type: none">- Ask students to write down their biggest takeaway from the lesson and one question they still have. Collect the papers for feedback.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students2. Suggested Reading Industrial Relations by C.B Mammoria https://www.nidirect.gov.uk/articles/introduction-trade-unions <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 19	Course Name: Industrial Relations and labour Laws Topic: Fringe Benefits	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define and categorize fringe benefits.Understand the purpose and role of fringe benefits in industrial relations.Analyze the legal framework surrounding fringe benefits, including mandatory and optional benefits.Discuss the impact of fringe benefits on employees, employers, and labor relations.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask students to brainstorm what benefits they receive beyond their base salary.Discuss the impact of these benefits on their overall compensation and satisfaction.Define fringe benefits, highlighting their distinction from wages and their importance in employee compensation packages.Briefly mention the different types of fringe benefits and their prevalence in the workplace.Development (30 minutes)<ul style="list-style-type: none">Discuss the various reasons employers offer fringe benefits (e.g., attracting and retaining talent, improving employee well-being, enhancing loyalty).Explore the benefits for employees (e.g., financial security, improved work-life balance, healthcare coverage).Analyze the impact on labor relations (e.g., collective bargaining, union negotiations).Explain the distinction between mandatory and optional fringe benefits, based on applicable laws and regulations.Discuss key pieces of legislation governing specific benefits (e.g., health insurance, retirement plans, paid leave).Examine the role of government agencies in enforcing regulations and ensuring compliance.Explore the costs and administrative burdens associated with offering fringe benefits.Discuss strategies for designing cost-effective and attractive benefit packages.Briefly mention tax implications for both employers and employees.



	<p>Exercise (5 Minutes)</p> <ul style="list-style-type: none">- Summarize key points- Briefly recap the main takeaways from the lesson, emphasizing the importance of fringe benefits in industrial relations and the legal framework surrounding them.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students2. Suggested Reading Industrial Relations by C.B Mammoria <p>https://www.investopedia.com/terms/f/fringe-benefits.asp</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 20	Course Name: Industrial Relations and labour Laws Topic: Trade Union Act, 1926	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Explain the historical context and rationale behind the Trade Union Act, 1926.Identify the key provisions of the Act, including registration, rights, and restrictions of Trade Unions.Analyze the impact of the Act on Industrial Relations in India.Engage in critical thinking and discussion about the relevance of the Act in the current scenario.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Briefly discuss the development of Trade Unions in India and the need for legal regulation.Introduce the Trade Union Act, 1926, highlighting its importance as the first comprehensive legislation on Trade Unions in India.Development (30 minutes)<ul style="list-style-type: none">Key Provisions:Registration process and requirements for Trade Unions.Rights of registered Trade Unions (e.g., collective bargaining, strike action).Restrictions on Trade Unions (e.g., political activities, unfair labor practices).Role of government in regulation and dispute resolution.Discuss the impact of the Act on Industrial Relations in India.Positive impacts (e.g., strengthening worker voice, reducing industrial disputes).Limitations and criticisms (e.g., complex registration process, restrictions on strikes).Consider the relevance of the Act in the current context of globalization and changing labor market dynamics.<p>Video Link: "History of Trade Unions in India" (By Rajya Sabha TV): https://m.youtube.com/watch?v=kb53NyDESr4</p><p>Exercise (5 Minutes) Think-Pair-Share</p><ul style="list-style-type: none">Divide students into pairs and ask them to discuss the following question: "Should the Trade Union Act be amended or



	<p>replaced? Why or why not?"</p> <ul style="list-style-type: none">- After individual reflection, students share their thoughts with their partner and then with the whole class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students2. Suggested Reading Industrial Relations by C.B Mammoria "The Trade Unions Act, 1926" (Ministry of Labour & Employment, Government of India): https://labour.gov.in/sites/default/files/thetradeunionsact1926.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 21	Course Name: Industrial Relations and labour Laws Topic: The Trade Union Act 1926 (Amendment Act 2001)	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none">a. Understand the concept of Trade Unions and their role in industrial relations.b. Identify the key provisions of the Trade Union Act 1926 and its 2001 amendment.c. Analyze the impact of the amendment on the registration process of trade unions
Teaching Aids (if any)	Power Point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Begin with a brainstorming session. Ask students: "What are some challenges faced by workers in the workplace?"- Introduce the concept of Trade Unions as organizations that represent workers and advocate for their rights.- Briefly discuss the historical context of the Trade Union Act 1926 and its significance in the Indian labor market.2. Development (30 minutes)<ul style="list-style-type: none">- Key Provisions of the Trade Union Act 1926- Explain the definition of a "trade union" as per the Act.- Discuss the registration process for trade unions, including the documents required and the steps involved.- Briefly touch upon the rights and responsibilities of trade unions as outlined in the Act.- The Trade Union (Amendment) Act 2001- Introduce the 2001 amendment and discuss the reasons behind its enactment.- Explain the key changes brought about by the amendment, specifically focusing on the:<ul style="list-style-type: none">- Minimum membership requirement for registration (10% or 100 members, whichever is less)- Requirement of at least 7 members employed in the industry/establishment- Impact Analysis (10 minutes):<ul style="list-style-type: none">- Facilitate a class discussion on the impact of the amendment on the registration process and its potential consequences for trade unions.- Encourage students to consider both the positive and negative aspects of the amendment.



	<ul style="list-style-type: none">- Exercise (5 Minutes) Think-Pair-Share- Pose a question related to the amendment, such as: "Do you think the minimum membership requirement helps or hinders effective unionization?" Encourage individual reflection ("Think"), followed by discussion in pairs ("Pair"), and then sharing their thoughts with the whole class ("Share").
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students2. Suggested Reading Industrial Relations by C.B Mammoria "Ministry of Labour and Employment - The Trade Unions Act, 1926: https://labour.gov.in/" Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 22	Course Name: Industrial Relations and labour Laws Topic: Collective Bargaining (I)	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define collective bargaining and understand its role in industrial relations.Identify the key participants and stages involved in the collective bargaining process.Analyze the different negotiation strategies used during collective bargaining.Develop critical thinking skills by examining a case study related to collective bargaining. Materials
Teaching Aids (if any)	Power Point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Briefly discuss current events related to labor disputes or negotiations.Ask students to share their understanding of the situation and introduce the concept of collective bargaining.Define collective bargaining and explain its importance for ensuring fair working conditions, wages, and benefits for employees.Discuss the historical context of its emergence in the context of industrial relations.Development (30 minutes)<ul style="list-style-type: none">Introduce the key players involved in collective bargaining, including<ul style="list-style-type: none">Labor union: Represents the interests of employees.-Management: Represents the interests of the employer.Government: May play a role in setting regulations or providing mediation services.Stages of Collective BargainingExplain the various stages involved in the collective bargaining process:<ul style="list-style-type: none">Preparation: Both sides research and develop their proposals.Presentation of Demands: Each side presents their initial demands and justifications.Negotiation and Compromise: Both sides engage in discussions and concessions to reach an agreement.Ratification: The agreement is voted on by union members for approval.



	<ul style="list-style-type: none">- Implementation and Administration: The finalized agreement is put into effect and monitored.- Negotiation Strategies- Discuss different negotiation strategies used during collective bargaining:- Positional Bargaining: Each side sticks to their initial demands, making limited concessions.- Interest-Based Bargaining: Focuses on underlying needs and interests of both sides to find mutually beneficial solutions.- Video Link: https://www.youtube.com/watch?app=desktop&v=le-2ebek8Lk- Exercise- 5 minutes Think-Pair-Share- Divide students into pairs and present a real-world scenario of a negotiation between a union and management over a specific issue (e.g., wages, benefits, work hours).- Ask each pair to discuss the case from both sides and share possible strategies each party might use.- Finally, share key points from each pair's discussion in a class-wide discussion.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Industrial Relations by C.B Mammoria https://www.mlsu.ac.in/econtents/1197_Collective%20Bargaining%20.pdf <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 23	Course Name: Industrial Relations and labour Laws Topic: Scope, Characteristics, Objectives and Significance, Types of Collective Bargaining	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none">a. Define collective bargaining and understand its scope and characteristics.b. Identify the objectives and significance of collective bargaining.c. Explain different types of collective bargaining.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Briefly introduce the concept of Industrial Relations and its importance in a modern economy.- Highlight the role of labor unions and their impact on the workforce.- Introduce the concept of collective bargaining as a key tool used by unions and employers to negotiate terms of employment.2. Development (30 minutes)<ul style="list-style-type: none">- Scope and Characteristics- Define collective bargaining and discuss its major areas of negotiation (wages, benefits, working conditions, etc.).- Explain the key characteristics of collective bargaining, including:<ul style="list-style-type: none">- Joint decision-making: Both labor and management participate in negotiations.- Good faith bargaining: Both parties must negotiate in good faith with the intent to reach an agreement.- Enforcement of agreements: Once an agreement is reached, it becomes a legally binding contract.- Third-party intervention: In cases of conflict, third parties like mediators or arbitrators may be involved.- Objectives and Significance- Discuss the primary objectives of collective bargaining for both unions and employers. (e.g., better wages, benefits, working conditions for unions; maintaining control, efficiency for employers)- Explain the broader significance of collective bargaining in establishing fair labor practices, promoting industrial peace, and contributing to a healthy economy.- Types of Collective Bargaining



	<ul style="list-style-type: none">- Introduce and explain different types of collective bargaining with examples:- Exclusive bargaining: Union represents all employees in a bargaining unit.- Majority rule: Union with a majority of votes in the bargaining unit becomes the exclusive bargaining agent.- Project bargaining: Negotiates terms for a specific project.- Multi-employer bargaining: Union negotiates with multiple employers within the same industry.- Exercise- 5 Minutes- Summarizing <p>Ask each student to write a one-minute summary of what they learned about collective bargaining.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria <p>https://egyankosh.ac.in/bitstream/123456789/95983/2/Block-3.pdf</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. <p>Question and answer session to assess students' understanding.</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 24	Course Name: Industrial Relations and labour Laws Topic: Process of Collective Bargaining	Course No.: MBA-332
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none">a. Define collective bargaining and understand its purpose.b. Identify the key players involved in collective bargaining.c. Explain the different stages of the collective bargaining process.d. Analyze the potential outcomes of collective bargaining.
Teaching Aids (if any)	Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students to brainstorm what they know about labor unions and their role in the workplace.- Discuss their answers briefly.- Define collective bargaining as the process of negotiation between an employer and a group of employees (represented by a union) to reach a mutually agreeable contract that outlines wages, benefits, and working conditions.- Explain its purpose as ensuring fair treatment, resolving workplace issues, and promoting cooperation between workers and management.2. Development (30 minutes)<ul style="list-style-type: none">- Introduce the key players involved in collective bargaining:<ul style="list-style-type: none">- Union<ul style="list-style-type: none">- Represents the employees and advocates for their interests during negotiations.- Management: Represents the employer and makes decisions regarding the terms of employment.- Government: May play a role in setting regulations or providing mediation services in certain situations.- Stages of Collective Bargaining<ul style="list-style-type: none">- Explain the different stages of the collective bargaining process:<ul style="list-style-type: none">- Preparation: Both sides research their positions, gather data, and develop their proposals.- Submission of proposals: Each side presents their initial demands and proposals.- Negotiation: Both sides discuss and debate the proposals, aiming to reach a compromise.- Ratification: The union members vote on whether to accept the proposed contract.



	<ul style="list-style-type: none">- Contract administration: The agreed-upon contract is implemented and monitored by both parties.- Benefits and Challenges- Discuss the potential benefits and challenges of collective bargaining: Benefits: Improved wages and working conditions, increased job security, and a more regulated workplace- Challenges: Potential for strikes and lockouts, complex negotiation process, and potential for disagreement between union members and leadership.- Video: https://www.youtube.com/watch?app=desktop&v=le-2ebek8Lk- Exercise 5 (Minutes)- Think-Pair-Share- Divide students into pairs and present them with a case study related to collective bargaining (e.g., a real-world negotiation between a union and a company).- Ask them to discuss the case in their pairs, then share their insights with the class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://www.investopedia.com/terms/c/collective-bargaining.asp Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 25	Course Name: Industrial Relations and labour Laws Topic: Impact of Collective Bargaining	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define collective bargaining and understand its role in industrial relations.Analyze the impact of collective bargaining on workers, employers, and society.Evaluate the strengths and weaknesses of collective bargaining.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Briefly discuss a recent news article or case related to labor disputes or union negotiations.Introduce the concept of collective bargaining and differentiate it from individual bargaining.Highlight the significance of collective bargaining in creating a fair and balanced workplace, fostering industrial peace, and protecting worker rights.Development (30 minutes)<ul style="list-style-type: none">Impact on Workers<ul style="list-style-type: none">Positive impacts: Discuss how collective bargaining can lead to<ul style="list-style-type: none">Higher wages and better benefitsImproved safety standards and working conditionsIncreased job securityGreater voice in decision-making processesNegative impacts: Explore potential drawbacks such as:<ul style="list-style-type: none">Reduced flexibility and innovation in workplacesHigher labor costs for employersPotential for inefficient use of resourcesImpact on Employers<ul style="list-style-type: none">Positive impacts: Discuss how collective bargaining can benefit employers by:<ul style="list-style-type: none">Creating a more stable and predictable work environmentReducing employee turnover and associated costsFacilitating communication and cooperation between management and laborNegative impacts: Explore potential challenges such as:<ul style="list-style-type: none">Decreased management control and decision-making powerIncreased difficulty in implementing changes or restructuringPotential for costly strikes or lockouts



	<ul style="list-style-type: none">- Impact on Society- Discuss the broader societal impact of collective bargaining such as:<ul style="list-style-type: none">- Promoting social justice and income equality- Contributing to economic stability and growth- Shaping public policy and legislation related to labor issuesExercise- 5 Minutes- Divide students into pairs and present them with a real-world case study involving collective bargaining.- Each pair should analyze the case and discuss its impact on workers, employers, and society.- Pairs then share their key findings with the class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria <p>https://www.mlsu.ac.in/econtents/1197_Collective%20Bargaining%20.pdf</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. <p>Question and answer session to assess students' understanding.</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 26	Course Name: Industrial Relations and labour Laws Topic: Workers Participation in Management	Course No.: MBA- 433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define Workers' Participation in Management (WPM).Understand the different forms of WPM.Discuss the potential benefits and challenges of WPM.Analyze the role of WPM in industrial relations.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Begin with a quick interactive activity like a short poll or a discussion question.- Briefly introduce the concept of WPM and its historical context.- Explain the different perspectives on employee participation in management.-Mention key terms like "industrial democracy," "labor-management relations," and "collective bargaining."Development (30 minutes)<ul style="list-style-type: none">- Explain different forms of WPM, including:<ul style="list-style-type: none">- Joint consultation: Formal committees where both workers and management representatives discuss and share information.- Worker councils: Elected bodies of employees that have a formal say in decision-making.- Quality circles: Small groups of employees who meet regularly to discuss and suggest improvements in their work processes.- Employee stock ownership plans (ESOPs): Programs that give employees- Benefits: Discuss the potential advantages of WPM for both employees and organizations, such as:<ul style="list-style-type: none">- Increased employee motivation and satisfaction- Improved communication and collaboration- Enhanced problem-solving and decision-making- Increased productivity and profitability- Discuss the potential difficulties associated with WPM, such as:<ul style="list-style-type: none">- Balancing the interests of workers and owners- Training and equipping employees for participation- Implementing and sustaining effective participation programs- Analyze the role of WPM in the broader context of industrial



	<p>relations.</p> <ul style="list-style-type: none">- Building positive labor-management relations- Preventing and resolving workplace conflicts- Promoting cooperative problem-solving- Exercise – (5 minutes)- Think Pair Share- Think: Briefly consider the advantages and disadvantages of WPM.- Pair: Discuss their thoughts with their partner and come to a shared conclusion.- Share: Share their key points with the entire class..
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_187873.pdf <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 27	Course Name: Industrial Relations and labour Laws Topic: Details and types of Workers Participation and Management	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define worker participation in management (WPM).Discuss the different types of WPM.Explain the process of implementing WPM.Analyze the benefits and challenges of WPM.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- What are the different forms workers participation in management- Informative Participation- Consultative Participation- Associative Participation- Administrative Participation- Decisive Participation- Briefly explain what WPM is and its growing importance in today's industrial landscapeDevelopment (30 minutes)<ul style="list-style-type: none">- Discuss the different types of WPM with examples, such as:<ul style="list-style-type: none">- Informative: Sharing information with employees- Consultative: Seeking employee input before making decisions- Codetermination: Joint decision-making between management and employees- Self-management: Employee-led decision-making- Explain the process of implementing WPM, including:<ul style="list-style-type: none">- Identifying areas for participation- Establishing communication channels- Training employees and managers- Evaluating the effectiveness of the program<p>Exercise- (5 Minutes) One-minute paper: Ask students to write a one-minute summary of the key points they learned about WPM and share them with the class. This allows for quick assessment and reinforces learning.</p>
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these..Suggested Reading



	<p>Industrial Relations by C.B Mammoria</p> <p>https://www.whatishumanresource.com/workers-participation-in-management</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class.</p> <p>Question and answer session to assess students' understanding.</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>



Lesson Plan No. 28	Course Name: Industrial Relations and labour Laws Topic: Workers Education and Training	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define worker education and training.Explain the objectives and benefits of worker education and training.Explore different approaches to worker education and training.Identify the role of various stakeholders in facilitating worker education and training.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Begin by asking students what they understand by “worker education and training.Briefly discuss their answers, highlighting the importance of this topic in industrial relations.Introduce a clear and concise definition of worker education and training, emphasizing its role in equipping workers with the necessary knowledge, skills, and attitudes to effectively perform their jobs and contribute to the organization's success.Development (30 minutes)<ul style="list-style-type: none">Discuss the various objectives of worker education and training, including:<ul style="list-style-type: none">Improving job performance and efficiencyEnhancing safety and health awareness and practicesFostering communication and collaboration between workers and managementPromoting worker engagement and motivationDeveloping leadership skills and preparing workers for career advancementExplain the benefits of worker education and training for both workers and organizations, using real-world examples if possible.Briefly discuss different approaches to worker education and training, such as:<ul style="list-style-type: none">On-the-job training: Learning by doing under the guidance of experienced workers.Off-the-job training: Formal training programs conducted in classrooms or through online platforms.



	<ul style="list-style-type: none">- Apprenticeships: Combining classroom learning with practical work experience.- Mentorship programs: Pairing experienced workers with new or less experienced workers for guidance and support.- Encourage students to identify the advantages and disadvantages of each approach.- Stakeholder Roles- Discuss the roles and responsibilities of various stakeholders in facilitating worker education and training, including:<ul style="list-style-type: none">- Employers: Providing resources and opportunities for training, and creating a culture of learning and development.- Employees: Taking initiative to participate in training programs and actively engage in the learning process.- Government: Establishing regulations and policies that support worker education and training initiatives.- Trade unions: Advocating for workers' right to education and training, and participating in the design and delivery of training programs.- Encourage students to analyze the potential challenges and opportunities for collaboration among these stakeholders. <p>Exercise – (5 Minutes)</p> <ul style="list-style-type: none">- Think-Pair-Share: Divide students into pairs and ask them to discuss:<ul style="list-style-type: none">- What are the specific training needs of workers in different industries?- How can organizations overcome potential barriers to effective worker education and training?
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria <p>https://epgp.inflibnet.ac.in/epgpdata/uploads/epgp_content/S001610/P001749/MO22740/ET/1505112787Module11Quadrant1.pdf</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

Kot Bhalwal, Jammu



Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1



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Lesson Plan No. 29	Course Name: Industrial Relations and labour Laws Topic: Process and Types Workers Education and Training	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none">a. Define workers' education and training.b. Identify the importance of workers' education and training.c. Differentiate between various types of workers' education and training programs.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Begin with a brainstorming session. Ask students:<ul style="list-style-type: none">- What skills and knowledge do you think are important for workers to be successful in their jobs?- Briefly discuss their responses.2. Development (30 minutes)<ul style="list-style-type: none">- Define workers' education and training. Explain its importance in improving worker skills, productivity, safety, and job satisfaction.- Briefly mention the legal framework governing workers' education and training- Briefly explain different types of workers' education and training programs, including:<ul style="list-style-type: none">- On-the-job training: Provided directly by supervisors or colleagues in the workplace.- Off-the-job training: Conducted outside the workplace, such as in classrooms or training centers.- Apprenticeship programs: Combine classroom learning with practical experience under the supervision of a skilled worker.- Skills development programs: Focus on specific technical and soft skills required for a particular job or industry.Exercise- (5 Minutes)<ul style="list-style-type: none">- Think-Pair-Share (5 minutes)- Individually, ask students to reflect on the following question "What type of workers' education and training do you think would be most beneficial for your future career?"- Then, pair students up to discuss their answers and share their insights with the class.



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://whatfix.com/blog/types-employee-training-programs/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 30	Course Name: Industrial Relations and labour Laws Topic: Employer's Association	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define an employer's association.Understand the main functions and objectives of an employer's association.Differentiate between employer's associations and trade unions.Analyze the role of employer's associations in industrial relations.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Briefly explain the concept of industrial relations and labor laws. Introduce the concept of "employer's association."Mention why this topic is important in understanding the power dynamics and balance in the workplace.Development (30 minutes)<ul style="list-style-type: none">Define an employer's association and explain its structure and membership.Discuss the main functions and objectives of employer's associations:<ul style="list-style-type: none">Representing employers in collective bargaining with trade unions.Lobbying for favorable legislation and regulations.Providing advice and assistance on labor law compliance.Promoting best practices in human resource management.Conducting training programs for member companies.Differentiate between employer's associations and trade unions (focus on composition, purpose, and activities).Briefly discuss the role of employer's associations in promoting harmonious industrial relations.Exercise- (5 Minutes)Think-Pair-SharePresent a short case study involving a conflict between an employer and a trade union.Students use TPS to analyze the potential role an employer's association could play in resolving the situation.



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://www.egyankosh.ac.in/bitstream/123456789/70969/1/Unit-9.pdf https://epgp.inflibnet.ac.in/epgpdata/uploads/epgp_content/S001610/P001749/M022737/ET/1505112506Module8Quadrant1.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 31	Course Name: Industrial Relations and labour Laws Topic: Unfair labour practices	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Define unfair labour practices.Identify different types of unfair labour practices.Understand the impact of unfair labour practices on workers and businesses.Recognize the legal framework in place to address unfair labour practices.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- What is Unfair labour practice- Objective of unfair labour practice-What are policies and deficiencies- Violations of the Civil Rights of Labor and Management- What are some essential elements of a fair and healthy work environment?- Briefly explain the concept of unfair labor practices.- Define the term and provide examples of common practices, such as wage theft, discrimination, and unsafe working conditions.Development (30 minutes)<ul style="list-style-type: none">- Discuss various categories of unfair labour practices, such as:<ul style="list-style-type: none">- Anti-union practices: Employer actions that discourage or interfere with workers' rights to form or join unions.- Discrimination: Treating employees differently based on factors like race, gender, religion, or age.- Wage theft: Withholding earned wages, overtime pay, or benefits from employees.- Unsafe working conditions: Failing to provide a safe and healthy work environment.- Violation of worker rights: Infringing upon fundamental rights like freedom of association and collective bargaining.- Use real-world examples or case studies (optional) to illustrate each type of unfair labour practice.- Discuss the negative consequences of unfair labour practices on:<ul style="list-style-type: none">- Workers: Reduced morale, job insecurity, health problems, and



	<p>financial hardship.</p> <ul style="list-style-type: none">- Businesses: Low productivity, high employee turnover, damaged reputation, and potential legal repercussions.- Encourage students to think critically about the broader societal implications of unfair labour practices.- Briefly introduce the legal framework established to address unfair labour practices in your country (e.g., The Industrial Disputes Act, 1947 in India).- Explain the role of relevant authorities (e.g., labor department, courts) in enforcing these laws and protecting workers' rights.- Exercise- (5 Minutes)- Divide students into small groups and present them with a hypothetical scenario involving an unfair labour practice.- Each group should discuss the scenario, identify the type of unfair labour practice involved, and brainstorm potential solutions or ways to address the issue.- Encourage groups to share their findings with the class, fostering a discussion about practical approaches to combating unfair labour practices.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://law.dypvp.edu.in/plr/Publication/all-publication/Unfair-Labour-Practices-by-Saurav-Kumar-ver-2.pdf <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 32	Course Name: Industrial Relations and labour Laws Topic: Unfair Labor Practices of Labor Organizations	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Define unfair labor practices (ULPs) by labor organizations. b. Identify various categories of ULPs committed by labor organizations. c. Understand the impact of ULPs on industrial relations. d. Analyze real-world scenarios of ULPs by labor organizations..
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Pose a thought-provoking question to students: "Imagine you are a factory worker facing unfair treatment from your union. What options do you have?" Encourage discussion about the importance of fair labor practices for both workers and organizations.- Briefly explain the concept of unfair labor practices (ULPs) and their potential to disrupt healthy industrial relations.- Highlight the focus of this lesson: ULPs committed by labor organizations.2. Development (30 minutes)<ul style="list-style-type: none">- Define ULPs specifically related to labor organizations using relevant legal references.- Categorize ULPs by providing examples such as:<ul style="list-style-type: none">- Restraint or coercion of employees: Pressuring workers to join a union, participate in strikes, or engage in other activities against their will.- Refusal to bargain in good faith: Unreasonably rejecting or delaying collective bargaining negotiations or making demands that undermine the collective bargaining process.- Discrimination against employees: Targeting specific employees based on non-union membership, participation in legal activities, or other discriminatory factors.- Excessive or discriminatory fees: Imposing unreasonable or non-uniform fees on union members.- Explain the impact of ULPs on industrial relations, including:<ul style="list-style-type: none">- Disrupted communication and cooperation between unions and management.- Hindered collective bargaining process.- Increased industrial disputes and work stoppages.- Loss of employee trust and morale.- Exercise- (5 Minutes)



	<ul style="list-style-type: none">- One-Minute Paper: Briefly ask students to reflect on the lesson by writing down:- One key point they learned about ULPs by labor organizations.- One question they still have about the topic.- One real-life example they can think of that relates to the lesson (if applicable).
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/--sro-new_delhi/documents/publication/wcms_501117.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 33	Course Name: Industrial Relations and labour Laws Topic: Code of discipline in industry	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of a code of discipline in the industrial setting. b. Identify the key objectives and principles of a code of discipline. c. Analyze the benefits of upholding a code of conduct for both employers and employees. d. Recognize the role of the code in fostering healthy industrial relations.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<p>1. Introduction (5 minutes)</p> <ul style="list-style-type: none">- Ask students to brainstorm what they understand by the term "discipline" in the context of a workplace.- Explain the concept of a code of discipline in industry as a set of guidelines governing the behavior and conduct of both employers and employees.- Clearly outline the specific learning objectives students are expected to achieve by the end of the lesson. <p>Development (30 minutes)</p> <ul style="list-style-type: none">- Discuss the primary objectives of a code of discipline, such as:<ul style="list-style-type: none">- Maintaining peace and order in the workplace.- Promoting constructive communication and collaboration.- Preventing work stoppages and disruptions.- Establishing a framework for resolving disputes and grievances fairly.- Highlight the essential principles underlying a code of conduct, including:<ul style="list-style-type: none">- Mutual respect and understanding.- Fair treatment for all employees.- Upholding ethical and legal standards.- Following established procedures for reporting issues.- Benefits of the Code- Engage students in a discussion on the benefits of upholding a code of discipline for both employers and employees. Examples may include:<ul style="list-style-type: none">- For Employers: Increased productivity, improved employee morale, reduced workplace conflicts, and minimized legal risks.- For Employees: Safe and secure work environment, fair treatment and equal opportunities, clear expectations and



	<p>guidelines, and a voice in workplace matters.</p> <ul style="list-style-type: none">- Role in Industrial Relations- Explain how a code of discipline promotes positive industrial relations by:<ul style="list-style-type: none">- Providing a framework for handling disagreements and disputes constructively.- Fostering trust and cooperation between employers and employees.- Ensuring a predictable and stable work environment.- Exercise- (5 Minutes)- Think (individually): Briefly reflect on the importance of a code of discipline in maintaining a healthy work environment.- Pair (discuss with a partner): Share their individual thoughts and discuss the benefits of adhering to a code of conduct.- Share (with the class): Each pair can share their key takeaways with the entire class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://mmhapu.ac.in/doc/eContent/Management/ShahnazMadam/sep2020/Code%20of%20Discipline.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 34	Course Name: Industrial Relations and labour Laws Topic: Process, Types and Legal Framework for Code of Discipline	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Define the concept of code of discipline in the context of industrial relations. b. Identify different types of code of discipline. c. Explain the legal framework governing code of discipline in the industry. d. Analyze the importance of following a proper disciplinary process.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Briefly define industrial relations and highlight the importance of maintaining discipline in the workplace.- Introduce the concept of code of discipline and its role in achieving harmony and productivity.2. Development (30 minutes)<ul style="list-style-type: none">- Explain the different types of code of discipline with examples:- Standing Orders: Explain the concept of standing orders as a basic set of rules governing employee conduct.- Model Standing Orders: Briefly discuss the Model Standing Orders prescribed by the central government under the Industrial Employment (Standing Orders) Act, 1946.- Certified Standing Orders: Explain how individual establishments can modify the model standing orders to suit their specific needs, subject to certification by the appropriate authority.- Collective Bargaining Agreements: Discuss how code of discipline can be established through collective bargaining between employers and unions.- Highlight the key legal provisions governing code of discipline:- Industrial Disputes Act, 1947: Briefly discuss the provisions related to inquiry procedures, principles of natural justice, and safeguards against unfair dismissal.- Constitution of India: Mention the fundamental rights guaranteed under the Constitution, which have a bearing on disciplinary actions, such as the right to equality (Article 14) and the right to life and liberty (Article 21).- Discuss the significance of following a fair and just



	<p>disciplinary process to:</p> <ul style="list-style-type: none">- Uphold employee rights and prevent legal disputes.- Maintain employee morale and trust in management.- Ensure consistency and fairness in disciplinary actions.- Exercise- (5 Minutes)- Summarizing- Encourage students to summarize the key points learned at the end of the lesson.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://egyankosh.ac.in/bitstream/123456789/19284/1/Unit-20.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 35	Course Name: Industrial Relations by C.B Mammoria Topic: Contract Labor Act 1970	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Define contract labor and identify its key features. b. Understand the objectives of the Contract Labor (Regulation and Abolition) Act, 1970. c. Recognize the rights and responsibilities of contractors and workmen under the Act. d. Analyze the impact of the Act on industrial relations.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students to brainstorm what "contract labor" means to them.- Briefly explain the concept of industrial relations and emphasize the importance of fair labor practices.- Introduce the Contract Labor Act as a key legislation in this context.2. Development (30 minutes)<ul style="list-style-type: none">- Definition and Scope : Define contract labor and differentiate it from regular employment. Explain the concept of "core" and "non-core" activities within an organization and how it relates to the use of contract labor.- Objectives of the Act : Discuss the main objectives of the Act, including:<ul style="list-style-type: none">- Regulating the use of contract labor.- Protecting the rights and welfare of contract workers.- Preventing the exploitation of workers.- Key Provisions<ul style="list-style-type: none">- Explore key provisions of the Act, such as:<ul style="list-style-type: none">- Requirement for a license for contractors.- Wage and other benefits for contract workers.- Prohibition of certain types of contract labor.- Registration and regulation of recruitment agencies.- Impact on Stakeholders : Discuss the impact of the Act on different stakeholders, including:<ul style="list-style-type: none">- Employers: Increased compliance costs.- Contractors: Improved regulations and accountability.- Workers: Protection of rights and improved working conditions.- Exercise- (5 Minutes)- Think-Pair-Share- Divide students into pairs. Ask them to think individually about the following question: "What are some challenges in implementing the Contract Labor Act effectively?"



	<p>- Then, have them discuss their ideas with their pair and share one key challenge with the whole class.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://bnblegal.com/article/introduction-to-contract-labour-act/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 36	Course Name: Industrial Relations and labour Laws Topic: Provisions and applicability of The Contract Labour act 1970	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Explain the meaning of contract labor. b. Identify the applicability of the Contract Labour Act, 1970. c. Explain the key provisions of the Act. d. Analyze the implications of the Act for employers and employees.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Begin with a brainstorming session where students share their understanding of "contract labor" and its potential applications in various industries.- Briefly introduce the Contract Labour (Regulation and Abolition) Act, 1970, and its purpose: to regulate the employment of contract labor and provide for its abolition in certain circumstances.2. Development (30 minutes)<ul style="list-style-type: none">- Applicability of the Act- Explain the threshold for applicability of the Act, highlighting the requirement of employing 20 or more contract workers for an establishment or contractor to fall under its ambit.- Discuss the power of the state government to lower the threshold through notification.- Use real-world examples to illustrate the applicability of the Act in different scenarios.- Key Provisions of the Act- Discuss the key provisions of the Act related to:<ul style="list-style-type: none">- Registration of establishments and contractors.- Licensing of contractors.- Regulation of wages and working conditions for contract labor.- Prohibition of employment of contract labor in certain activities.- Welfare and safety measures for contract labor.- Briefly explain the roles and responsibilities of the Central and State Advisory Boards constituted under the Act.- Implications of the Act- Discuss the implications of the Act for employers, including compliance requirements, potential legal consequences of non-compliance, and the impact on cost and efficiency.- Discuss the implications of the Act for employees, including improved working conditions, wage protection, and access to



	<p>basic amenities.</p> <ul style="list-style-type: none">- Video: https://www.youtube.com/watch?v=qlUYm8p9IYU- Exercise- (5 Minutes)- One-Minute Paper- Briefly ask students to reflect on their biggest takeaway from the lesson and jot it down on a piece of paper.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://clc.gov.in/clc/acts-rules/contract-labour-regulation-abolition-act-1970 Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 37	Course Name: Industrial Relations and labour Laws Topic: Child Labour Prohibition and Regulation Act 1986	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the concept of child labor and its negative impacts. Analyze the provisions of the Child Labour (Prohibition and Regulation) Act, 1986. Develop critical thinking skills through analysis and discussion.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Begin with a brainstorming session, asking students about their understanding of child labor and its ethical implications. Briefly explain the definition of child labor and its detrimental effects on children's physical, mental, and social well-being. Highlight the importance of laws protecting children from exploitation. Development (30 minutes) <ul style="list-style-type: none"> Present a clear overview of the Child Labour (Prohibition and Regulation) Act, 1986, using the following key points: <ul style="list-style-type: none"> Year of enactment and purpose of the Act Definition of "child" and "adolescent" Prohibited occupations and processes for children Regulated working conditions for adolescents (if applicable) Role of government agencies in enforcing the Act Exercise- (5 Minutes) <ul style="list-style-type: none"> Discussion Facilitate a discussion on the following questions: <ul style="list-style-type: none"> Why is it important to have laws like the Child Labour Act? What are the challenges in enforcing such laws? What are the potential consequences of violating the Act?
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading Industrial Relations by C.B Mammoria https://hrylabour.gov.in/staticdocs/labourActpdfdocs/Child_Labour_Act.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding.



	Spend 5 minutes to evaluate student assimilation of the lesson contents
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Lesson Plan No. 38	Course Name: Industrial Relations and labour Laws Topic: Organization safety and Welfare in India	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of organizational safety and welfare. b. Identify key Indian legislation governing safety and welfare in workplaces. c. Analyze the roles and responsibilities of employers and employees in ensuring a safe working environment.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Briefly define organizational safety and welfare as they pertain to Indian workplaces.- Explain their importance for both workers and organizations.- Emphasize that a strong understanding of safety and welfare concepts is essential within the field of industrial relations and labor laws.- Introduction to Organizational Health- Health promotion of Workers- Environmental Sanitation- Health Education2. Development (30 minutes)<ul style="list-style-type: none">- Discuss the primary laws regulating safety and welfare:<ul style="list-style-type: none">- The Factories Act, 1948- The Mines Act, 1952- The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996- Others as relevant to specific industries- Highlight the major provisions of each law related to:<ul style="list-style-type: none">- Safety measures (e.g., fire prevention, machinery, hazardous substances)- Welfare measures (e.g., sanitation, drinking water, rest facilities)- Outline the responsibilities of employers in ensuring safety:<ul style="list-style-type: none">- Providing safe equipment and work environments- Training and supervising workers- Investigating and reporting accidents- Explain the responsibilities of employees:<ul style="list-style-type: none">- Complying with safety rules- Reporting hazards- Exercise- (5 Minutes)



	<ul style="list-style-type: none">- Think-Pair-Share:- Ask students to take a minute to consider a hypothetical safety hazard in a specific industry- Pair students to discuss possible solutions and how the relevant laws would apply.- Facilitate a whole-class sharing of ideas.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://iaeme.com/MasterAdmin/Journal_uploads/IJMET/VOLUME_9_ISSUE_2/IJMET_09_02_073.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 39	Course Name: Industrial Relations and labour Laws Topic: Occupational Health	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of occupational health. b. Identify common workplace hazards and their potential impacts. c. Equip students with the importance of occupational health in industrial relations and labor laws.
Teaching Aids (if any)	Poer point Presentation.
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students to brainstorm what "occupational health" might mean.- Explain the definition of occupational health, highlighting its focus on the physical, mental, and social well-being of workers in their work environment.- Briefly discuss how industrial relations and labor laws play a crucial role in ensuring occupational health.2. Development (30 minutes)<ul style="list-style-type: none">- Hazards and Impacts- Use pictures, videos, or real-life examples to show various workplace hazards (e.g., ergonomic hazards, chemical exposure, noise pollution).- Discuss the potential physical, mental, and social consequences of these hazards on workers (e.g., musculoskeletal disorders, stress, burnout).- Protecting Health- Introduce concepts like safe work practices, Personal Protective Equipment (PPE), and the importance of reporting workplace hazards.- Briefly explain the role of regulatory bodies and unions in advocating for occupational health standards and enforcement. Exercise- (5 Minutes)
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://pria-academy.org/pluginfile.php/557/mod_resource/content/1/Unit_1_-_Introduction_to_Occupational_Health_and_Safety.pdf Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents
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Lesson Plan No. 40	Course Name: Industrial Relations and labour Laws Topic: Future of Industrial relations	Course No.: MBA-433
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Objectives	At the end of the lesson the student shall be able to: a. Understand the current state of industrial relations in India. b. Identify key trends and challenges shaping the future of this field. c. Explore potential strategies for adapting to a changing industrial landscape.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students to share their understanding of the term "industrial relations." Discuss the interplay between employers, employees, trade unions, and the government in this context.- Briefly outline the evolution of industrial relations in India, from post-independence to the present day.- Introduce the core elements of this lesson plan, emphasizing that the focus is on the future.2. Development (30 minutes)<ul style="list-style-type: none">- Key Trends:- Gig Economy: Discuss the rise of freelance and contract work, its potential impact on worker protections and bargaining power.- Automation & AI: Explore how technology is changing the nature of work and potential job losses. Discuss the need for reskilling.- Globalization: Examine the effects of cross-border labor flows, outsourcing, and international competition.- Challenges- Weakening Unions: Address the decline of trade union power and its consequences for collective bargaining.- Informal Sector: Highlight the challenges of regulating and protecting workers in the vast informal economy.- Labor Law Reforms: Discuss ongoing debates around changes in labor laws, their impact on flexibility vs. worker rights.- Exercise- (5 Minutes)- Think-Pair-Share- Divide students into pairs. Ask them to brainstorm two potential solutions to address one of the key challenges discussed.- After a few minutes, have each pair share their ideas with



	the class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Industrial Relations by C.B Mammoria https://egyankosh.ac.in/bitstream/123456789/70958/1/Block-1.pdf <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Briefly review key points covered in the class. Question and answer session to assess students' understanding. Spend 5 minutes to evaluate student assimilation of the lesson contents