



Kot Bhalwal, Jammu



Model Institute of Engineering
& Technology (Autonomous)
Dr. Arun K. Gupta Teaching-Learning Centre

Department of MBA

Details of Lesson Plan

S.No.	Particulars	Details
1.	Course Name	Industrial Relations and labour Laws
2.	Course Code	MBA-433
3.	Academic Year	2024-2025
4.	Semester	4th
5.	Number of Lesson plans	40
6.	Faculty Assigned	Dr. Parul Sharma

Faculty Signature



Lesson Plan No. 0	Course Name: Industrial Relations and labour Laws Topic: Introduction	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 significance of industrial relations in maintaining workplace harmony. b. Explain key labour laws and their impact on employer-employee relationships. c. Analyze the role of trade unions, collective bargaining, and dispute resolution in industrial settings.
Teaching Aids (if any)	<ul style="list-style-type: none"> a. PowerPoint Presentation b. Case Studies c. Video Clips
Why Strategic Management???	<p>"Did you know that workplace conflicts cost businesses millions every year? A strong industrial relations framework is crucial for ensuring fair treatment of employees and preventing disputes."</p> <p>Importance of Studying Industrial Relations and Labour Laws Labour laws protect the rights of employees and employers, ensuring workplace fairness and stability.</p> <p>Understanding these laws helps HR professionals, managers, and employees navigate employment contracts, disputes, and negotiations effectively.</p> <p>Knowledge of trade unions and collective bargaining aids in maintaining industrial peace and economic growth.</p>
Open-Ended Questions	<p>How do effective industrial relations contribute to a productive work environment?</p> <p>In what ways can labour laws shape the employer-employee relationship?</p> <p>Can you discuss a real-world example where strong industrial relations led to business success or failure?</p>
Videos to be watched	<p>A brief documentary on the evolution of labour laws.</p> <p>A case study video on successful conflict resolution in an industrial setting.</p>
Assessment & Evaluation	<p>Mid-Semester Test (MST): A written examination covering theoretical aspects and practical applications discussed in class.</p> <p>Presentations: Group presentations analyzing real-world industrial disputes and how they were resolved.</p>



Assignment:

Students will prepare assignments on selected labour laws and their implications for businesses.

In-Class Activities:

Role-playing exercises on dispute resolution and collective bargaining.

Case study discussions on landmark industrial relations cases.

Final Exam:

A 70-mark exam will be conducted at the end of the session to evaluate the students' understanding of industrial relations and labour laws.



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Lesson Plan

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Version 1.1



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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. How do industrial relations contribute to workplace harmony and productivity? What are the key functions and objectives of industrial relations? Who are the main stakeholders involved in industrial relations, and what roles do they play?2. Quiz Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 2	Course Name: Industrial Relations & Labour Laws Topic: Dimensions of 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 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 questionsAsk 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 relationsIntroduce 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 impactSocial 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 practicesPolitical 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 movementsLegal 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 lawsuitsExercise- (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. How do the key dimensions of industrial relations influence workplace dynamics? What factors play a crucial role in shaping each dimension of industrial relations? Who are the key stakeholders involved in the interplay between different dimensions of industrial relations? 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. How do major Industrial Relations (IR) theories shape labor laws in the Indian context? What are the key challenges in applying Western IR theories to India's labor market? Who are the major stakeholders influenced by IR theories in India, and how do they respond to them?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 <p>https://www.studocu.com/in/document/desh-bhagat-university/human-resource-management/chapter-15/28379373</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. How do key components contribute to a successful industrial relations program? What are the major benefits of positive industrial relations for both employees and employers? Who plays a crucial role in strengthening industrial relations in an organization?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: 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.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. How can the key components of a successful industrial relations programme be effectively implemented in an organization? What are the specific benefits of positive industrial relations for both employees and employers in the long term? When analyzing real-world scenarios, who should be involved in suggesting improvements to strengthen industrial relations? 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. How can different approaches help in resolving industrial conflict effectively? What are the major causes and consequences of industrial conflict in organizations? Who plays a key role in managing and mitigating industrial conflict within the workplace? Spend 5 minutes to evaluate student assimilation of the lesson contents



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: a. Understand the nature and types of industrial disputes. b. Analyze the factors contributing to industrial disputes. c. Discuss the impact of industrial disputes on stakeholders and the economy. d. Identify strategies for preventing and resolving industrial disputes.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	1. Introduction (5 minutes) - Start by asking students to share their understanding of "industrial disputes." - Briefly discuss various newsworthy examples. Introduce the formal definition of industrial disputes - Introduce 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.

2. **Development** (30 minutes)

- **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.

Exercise (5 minutes) –

One-Minute Paper: Ask students to answer the following prompt in one minute:

- "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 <p>Industrial Relations by C.B Mammoria</p> <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>How do different types of industrial disputes affect various stakeholders? What are the key factors that contribute to industrial disputes in organizations? Who plays a crucial role in preventing and resolving industrial disputes?</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



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">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.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



	<p>unfair labor practices by both employers and employees.</p> <ul style="list-style-type: none">- Strikes and Lockouts:- Discuss the legal framework regulating strikes and lockouts, including restrictions and permissible situations.- Layoff, Retrenchment, and Closure:- Explain the procedures and safeguards provided by the Act in cases of layoff, retrenchment, and closure of establishments. <ul style="list-style-type: none">- Exercise (5 minutes) –- Think-Pair-Share: Divide students into groups and ask them to discuss the following question:- "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. How do the key provisions of the Industrial Disputes Act, 1947, contribute to resolving conflicts between employers and employees? What are the different mechanisms available under the Act for resolving industrial disputes, and how do they function? Who benefits the most from the Industrial Disputes Act, 1947, and how effective has it been in maintaining industrial peace? <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: a. Define industrial relations and its importance. b. Understand the basic principles of labor laws. c. Recognize the key stakeholders involved in industrial relations. d. Identify the challenges and opportunities in maintaining harmonious industrial relations.
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	1. Introduction (5 minutes)



- Ask questions

What are the types of committees

What is the purpose of different committees

- Introduce the duties of works Committees
- Conciliation Officers
- Board of Conciliation
- Define 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.

2. Development (30 minutes)

- 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:
- Discuss some common challenges in maintaining harmonious industrial relations, such as globalization, technological



	<p>advancements, changing workforce demographics, etc.</p> <ul style="list-style-type: none">- Discuss potential opportunities for improving industrial relations practices, such as collective bargaining, conflict resolution mechanisms, employee engagement initiatives, etc. <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 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 <p>Industrial Relations by C.B Mammoria</p> <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>How do industrial relations contribute to organizational stability and employee satisfaction?</p> <p>What are the fundamental principles of labor laws that impact employer-employee relationships?</p> <p>Who are the key stakeholders in industrial relations, and what roles do they play?</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
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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. How do industrial disputes impact both businesses and employees? What are the different mechanisms available for resolving industrial disputes? Who benefits the most from each dispute resolution mechanism, and why? <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	1. Introduction (5 minutes) - 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.



	<ul style="list-style-type: none">- Briefly introduce the different types of ADR mechanisms commonly used in labor disputes, such as mediation, arbitration, conciliation, and fact-finding. <p>2. Development (30 minutes)</p> <p>a) Introduction</p> <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 action <p>b) Benefits</p> <p>c) Alternative Discipline</p> <p>d) Binding arbitration</p> <p>e) Conciliation</p> <p>f) Cooperative problem solving</p> <p>g) Dispute panels</p> <ul style="list-style-type: none">- Emphasize the advantages and disadvantages of each ADR mechanism compared to traditional litigation. Use a table or chart to visually compare key aspects.
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	<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 <p>Industrial Relations by C. B Mammoria</p> <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>How can Alternative Dispute Resolution (ADR) improve the resolution of labor disputes in industrial relations? What are the key differences between ADR mechanisms and traditional litigation in resolving labor disputes? When might ADR be more beneficial than traditional litigation in addressing labor conflicts?</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Model Institute of Engineering & Technology (Autonomous) Lesson Plan

Kot Bhalwal, Jammu



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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: a. Define and understand the concept of trade unions. b. Analyze the historical development of trade unions. c. Explain the functions and objectives of trade unions. d. Discuss the impact of trade unions on industrial relations and labor laws. e. Critically evaluate the arguments for and against trade unions.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<p>1. Introduction (5 minutes)</p> <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. <p>2. Development (30 minutes)</p>



	<ul style="list-style-type: none">- Historical Development of Trade Unions- Discuss 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 Unions- Present 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 rights- Impact on Industrial Relations and Labor Laws- Explain 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 potential limitations on business flexibility and efficiency. <p>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.
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Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading <p>Industrial Relations by C. B Mammoria</p> <p>https://mospi.gov.in/sites/default/files/Statistical_year_book_india_chapters/Trade_Union.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>How have trade unions evolved over time to shape modern industrial relations?</p> <p>What are the key functions and objectives that trade unions aim to achieve in the workforce?</p> <p>When considering the impact of trade unions, how do they influence labor laws and employee rights?</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



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: a. Identify and explain the major theories of trade unions. b. Critically analyze the strengths and weaknesses of each theory. c. Apply these theories to real-world situations.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	1. 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.).



2. **Development** (30 minutes)

- 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.
- Institutional 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?
- 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.

Exercise (5 minutes) –
Summarize key points



	<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 <p>Industrial Relations by C.B Mammoria</p> <p>https://www.indiancommunities.org/2020/03/13/theory-of-trade-unionism/</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>How do the major theories of trade unions influence modern labor relations?</p> <p>What are the real-world implications of applying these trade union theories in today's economy?</p> <p>When evaluating trade union theories, who benefits the most from their implementation in the workplace?</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



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	1. Introduction (5 minutes) - 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)

- Objectives of Trade Unions:
 - Discuss the various objectives of trade unions, such as:
 - 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:
 - 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:
 - Analyze different strategies employed by trade unions to achieve their objectives, such as:
 - Collective bargaining
 - Strikes and protests
 - 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.
- Use examples to illustrate each objective.

Exercise (5 minutes) –

- 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



	<p>come up with potential solutions.</p> <ul style="list-style-type: none">- 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	<p>1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.</p> <p>How do trade unions align their objectives with the evolving needs of modern workers?</p> <p>What factors determine the success of trade union strategies in achieving their goals?</p> <p>When assessing the effectiveness of trade union strategies, what key metrics should be considered?</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	1. Introduction (5 minutes) - 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.

2. **Development** (30 minutes)

- **Problems Faced by Trade Unions**
- Use a lecture-discussion format to explore key challenges faced by trade unions, such as:
 - Declining membership
 - Globalization and economic restructuring
 - Technological advancements and automation
 - Changing legal and regulatory frameworks
 - Internal divisions and fragmentation
- Encourage active participation through:
 - **Prospects of Trade Unions**
 - Discuss the potential ways in which trade unions can adapt and thrive in the future, including:
 - Organizing new sectors and demographics
 - Leveraging technology and communication tools
 - Building strategic alliances and partnerships
 - Focusing on broader social and economic issues

Briefly collect and review the responses to assess understanding and address any lingering issues.

Exercise (5 Minutes)-
One-Minute Paper



	<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 <p>Industrial Relations by C.B Mammoria</p> <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. <p>How has the historical role of trade unions influenced their current structure and impact?</p> <p>What are the key challenges trade unions face today, and how can they overcome them?</p> <p>Who benefits most from the efforts of trade unions, and how can they address future challenges effectively?</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



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. 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: a. Understand the role and functions of the ILO in India. b. Analyze the impact of ILO conventions and recommendations on Indian trade unions. c. 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.



2. **Development** (30 minutes)

- 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 Organization
- Impact of ILO on Trade Unions (10 minutes):
- 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 Prospects
- Discuss the evolving role of the ILO in the context of globalization and changing workforce demographics.
- 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 <p>Industrial Relations by C.B Mammoria</p> <p>India & ILO" by Ministry of Labour & Employment (https://labour.gov.in/leandilasdivision/india-ilo)</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>How does the role of the ILO influence labor policies in India?</p> <p>What impact have ILO conventions and recommendations had on the development of trade unions in India?</p> <p>When can we expect significant changes in the future prospects of the ILO's role in India?.</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



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: a. Define and understand the concept of trade union recognition. b. Discuss the importance of trade union recognition in the trade union movement. c. Analyze the process of achieving trade union recognition. d. Explore the advantages and disadvantages of trade union recognition for both employees and employers. e. 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.



	<ul style="list-style-type: none">- Advantages and disadvantages of recognition for both parties:- 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 <p>Industrial Relations by C.B Mammoria</p> <p>https://lawbhoomi.com/recognition-of-trade-unions/</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>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..</p>



Model Institute of Engineering & Technology (Autonomous) Lesson Plan

Kot Bhalwal, Jammu

	Spend 5 minutes to evaluate student assimilation of the lesson contents
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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: a. Define and understand the concept of trade unions and their recognition. b. Explain the importance of trade unions in industrial relations. c. Identify different types of trade unions and their characteristics. d. Analyze the impact of trade unions on businesses and employees. e. 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	<p>1. Introduction (5 minutes)</p> <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.



	<p>2. Development (30 minutes)</p> <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. <p>Prevalence of Trade unions in India</p> <ul style="list-style-type: none">- All India Trade Union Congress (AITUC)- 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.
<p>Closure</p>	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students2. Suggested Reading <p>Industrial Relations by C.B Mammoria</p> <p>https://www.nidirect.gov.uk/articles/introduction-trade-unions</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>



Evaluation

1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.

How do trade unions influence the relationship between employees and management in today's workplace?

What are the key factors that determine the recognition and success of a trade union within an organization?

When do trade unions have the most significant impact on businesses, and why is this important for industrial relations? 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: a. Define and categorize fringe benefits. b. Understand the purpose and role of fringe benefits in industrial relations. c. Analyze the legal framework surrounding fringe benefits, including mandatory and optional benefits. d. Discuss the impact of fringe benefits on employees, employers, and labor relations.
Teaching Aids (if any)	Power Point Presentation
Teaching Development	<p>1. Introduction (5 minutes)</p> <p>- Ask students to brainstorm what benefits they receive beyond their base salary.</p> <p>- Discuss the impact of these benefits on their overall compensation and satisfaction.</p> <p>- Define fringe benefits, highlighting their distinction from wages and their importance in employee compensation packages.</p> <p>- Briefly mention the different types of fringe benefits and their</p>



	<p>prevalence in the workplace.</p> <p>2. Development (30 minutes)</p> <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.
<p>Closure</p>	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students2. Suggested Reading <p>Industrial Relations by C.B Mammoria</p> <p>https://www.investopedia.com/terms/f/fringe-benefits.asp</p> <p>Spend 5 minutes to wrap up and consolidate the learnings</p>



Evaluation

1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.

How do fringe benefits influence employee satisfaction and productivity?
What legal considerations must organizations keep in mind when offering mandatory and optional fringe benefits?
When should companies evaluate the effectiveness of their fringe benefits programs for both employees and employers?

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: a. Explain the historical context and rationale behind the Trade Union Act, 1926. b. Identify the key provisions of the Act, including registration, rights, and restrictions of Trade Unions. c. Analyze the impact of the Act on Industrial Relations in India. d. 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) - 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) - 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



	<p>labor practices).</p> <ul style="list-style-type: none">- 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 replaced? Why or why not?"- 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 <p>Industrial Relations by C.B Mammoria</p> <p>"The Trade Unions Act, 1926" (Ministry of Labour & Employment, Government of India): https://labour.gov.in/sites/default/files/thetradeunionsact1926.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>How did the Trade Union Act, 1926, shape the development of industrial relations in India? What are the key provisions of the Trade Union Act, 1926, that influence</p>



	<p>the rights and restrictions of trade unions today? When did the Trade Union Act, 1926, become a significant legal framework, and who benefits most from its provisions in the current industrial scenario?</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
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