

ST.JOSEPH'S COLLEGE OF COMMERCE

(AUTONOMOUS)

DEPARTMENT OF COMMERCE

TEACHING LESSON PLAN

Subject Code:EL 15 HR 504:

Degree/Branch: B.Com/ BBA (Elective)

Subject Name: Employee Relation Laws in India
(ODD)

Year/Sem: III Year / V SEM

Faculty: Dr.D.Raja Jebasingh

Total no of Hrs in Syllabus: 60

Academic Year: 2018-19

Lecture Hours: 60

Objective:

The objective of this paper is to introduce participative style of management in organizations and to develop and maintain harmonious relations between management and labour which is essential for higher productivity and industrial progress in the economy.

Sl. No	UNIT & OBJECTIVES	No. of Lecture Hours	Methodology / Instructional techniques	Evaluation/ learning confirmation
Module I	Module-1 -Introduction	10	-	-
1.	Concepts and Scope of Labour Welfare & Social Welfare and Social Security	1	Lecture	Question and Answer
2.	Concepts and Scope of Labour Welfare & Social Welfare and Social Security	1	Lecture	Question and Answer

3.	Types of Welfare Activities	1	Lecture	
4.	Statutory and non-statutory	1	Lecture	Question and Answer
5.	Principles of Labour Welfare	1	Lecture	Question and Answer
6.	Indian Constitution and Labour	2	Lecture	Question and Answer
7.	Growth of Labour Welfare & Social Security in India	1	Lecture	Question and Answer
8.	Various schemes of Social Security in India	1	Lecture	Question and Answer
9.	Case Studies - Labour Welfare - Social Security	1	Lecture	
II	Major Employee Relations Laws in India	13Hrs	-	-
10.	Trade Unions Act 1926	1	Lecture	Research Articles
11.	Industrial Dispute (standing order) act 1946	1	Lecture	Research Articles
12.	Industrial Dispute Act 1947	1	Lecture	Question and Answer
13.	The payment of Bonus Act 1965	1	Lecture	Question and Answer
14.	Employee provident fund act 1952	1	Lecture	Question and Answer
15.	Workmen's compensation Act 1923	1	Lecture	Question

	The Employee's Compensation Act, 1923			and Answer
16.	Employees State Insurance act 1968,	1	Lecture	Question and Answer
17.	Payment of Gratuity Act,	1	Lecture	Question and Answer
18.	Maternity Benefit Act	1	Lecture	Question and Answer
19.	Child Labour(Prohibition and Regulation) Act 1986,	1	Lecture	Question and Answer
20.	Whistleblowers Protection Act, 2014. (An HR Perspective)	1	Lecture	
21.	Case Studies with each Act	2	Case Discussion	Question and Answer
III	Industrial Relations	6 Hrs		
22.	Definitions & Nature -Industrial Relations	1	Lecture	Research Articles
23.	Impacts on Organization; Industrial disputes - Causes of disputes	1	Lecture	Research Articles
24.	Types & Trends of disputes; Trade unions, Trade unions in India	1	Lecture	Research Articles
25.	Employee Federations-Dispute settlement Machinery	1	Lecture	Research Articles
26.	Collective Bargaining-Employees discipline and Domestic enquiry	1	Lecture	Research Articles
27.	Employee Grievances; Ways of settling disputes	1	Lecture	Research Articles

IV	Participative Management	10Hrs		
28.	Participative Management - Importance - Concept Philosophy of Participative management-Scope	1	Lecture	Research Articles
29.	Perspectives of Participative Management (personal, sociological, classical, human relations & human resources perspectives)	2	Lecture	Research Articles
30.	Forms of Participation - Direct & Representative- self-directed.	1	Lecture	Research Articles
31.	Participative management in different countries	1	Lecture	Research Articles
32.	Problems in developing participative management; Empowerment	1	Lecture	Research Articles
33.	Problems in developing participative management; Empowerment	1	Lecture	Research Articles
34.	Ways of Empowerment-being an "Equal Opportunities" employer.	1	Lecture	Research Articles
35.	Equal Opportunities" employer.	1	Lecture	Research Articles
36.	Case Studies	1	Lecture	Research Articles
V	Occupational Hazards - Industrial Health & Safety	15 Hrs		
37.	Government of India's Concept of Occupational Safety & Health	1	Lecture	Question and Answer
38.	Statutes of GOI-Sectors covered-DGFASLI- DGMS-Mines Act-Hazards exposure and	1	Lecture	Question and Answer

	Consequences-OSH			
39.	OHS in Agriculture-Construction Sector-Shops	1	Lecture	Question and Answer
40.	Establishments-Beedi and Cigar Manufacturing-Waste Management	1	Lecture	Activity
41.	Accidents: Types & category of accidents - Causes & Prevention of accidents	1	Lecture	Question and Answer
42.	unsafe actions and conditions, personal and job factors of accidents	1	Lecture	Question and Answer
43.	Safety: Need for safety - Measures - Supervisors role in safety	1	Lecture	Question and Answer
44.	Prevention of Accidents-Job Safety Analysis-Planned Job Observations	1	Lecture	Research Articles
45.	Steps in planned job observations; Hindsight Vs Foresight programmes	1	Lecture	Research Articles
46.	Accident Control-Accident Response-Accident Investigations-Corrective Actions	1	Lecture	Research Articles
47.	Health: Physical health & mental health - Problems and remedies - Noise control.	1	Lecture	Research Articles
48.	Job stress: Industrial Stress-Meaning - Understanding stress and its consequences - Potential sources of stress- stress consequences- Physiological- psychological and behavioural symptoms	2	Lecture	Research Articles
49.	Stress Management strategies- Occupational diseases Alcoholism and drug abuse	1	Lecture	Research Articles
50.	Violence in the work place.	1	Lecture	Research Articles

VI	Managerial Counselling	6 Hrs		
51.	Meaning of counselling - Manager as a counsellor	1	Lecture	Question and Answer
52.	Conditions for counselling - Counsellor's relation with ilk Counselee	1	Lecture	Question and Answer
53.	Principles of personal counselling	1	Lecture	Question and Answer
54.	Cordial relationship - Mutual recognition - Respect and congruence - Empathy -.	1	Lecture	Question and Answer
55.	Types of problems for counselling	1	Group Discussion	
56.	Case Studies	1	Group Discussion	

Books for Reference

- **Naseer Elhahi- Industrial Safety Management-Kalpaz Publication, New Delhi.**
- **Bernardin-Tata McGraw- Human Resource Management- Hill Education, 2007**
- **Bhagdiwal Flippo: Personnel Management and Industrial Relations.**
- **Biswanth Ghosh: Personnel Management and Industrial Relations.**
- **Davar- Personnel management and Industrial Relations.**
- **George Bohlander, (et al): Managing Human Resources. Thomson. South Western.**
- **Ian Beardwell and Len Holden. Human Resource Management - A Contemporary Perspective.**
- **Johnson: Introduction to Industrial Relations.**
- **Louis R Gomez - Mejia(et al): Managing Human Resources. Person Education.**
- **Memoria C B: Dynamics of Industrial Relations in India.**
- **Peter Ward: 360 Degree Feedback, Jake Publishing House.**
- **Raymond A. Noe .etal. Human Resource Management - Gaining Competitive Advantage.**
- **Irwin McGraw Hill.**
- **Sharma, A. M.: Industrial Relations.**

Useful websites

The following websites links are useful to download research articles / Important Documents

1. www.google.com
2. www.doaj.org
3. www.ssrn.com
4. <http://www.elibrary.imf.org/>
5. <http://eric.ed.gov>
6. www.openoar.org
7. <https://labour.gov.in> (Ministry of Labour & Employment Govt of India)
8. ILO Research (<http://www.ilo.org/inst/lang-en/index.htm>)
9. <https://vvgnli.gov.in> VV Giri National Labour Institute
10. <http://iamrindia.gov.in/Home> National Institute Of Labour Economics Research And Development
11. <http://iamrindia.gov.in/> (National Institute of Labour Economics Research and Development)

PROBABLE DATES OF CIA AND THE NATURE OF CIA EVALUATION

For 10 Marks

Nature of CIA evaluation	Probable Date(s)
Research Paper Assignment Paper	
Topic Selection	On or before 20-06-2018
Last date Draft submission Assignment Paper	10-07-2018
Modified Paper submission	25-08-2018

Prepared By
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Approved By