

**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**

**Year/Sem: III Year / V SEM (ODD)**

**Faculty: Dr.D.Raja Jebasingh**

**Total no of Hrs in Syllabus: 60**

**Academic Year: 2017-18**

**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
<b>Module I</b>	<b>Module-1 -Introduction</b>	<b>10</b>	-	-
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	
<b>Module II</b>	<b>Major Employee Relations Laws in India</b>	<b>13Hrs</b>	-	-
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 and Answer
16.	Employees State Insurance act 19468,	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
<b>III</b>	<b>Industrial Relations</b>	<b>6 Hrs</b>		
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
<b>IV</b>	<b>Participative Management</b>	<b>10Hrs</b>		
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	2	Lecture	Research Articles

	perspectives)			
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
<b>V</b>	<b>Occupational Hazards - Industrial Health &amp; Safety</b>	<b>15 Hrs</b>		
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 Consequences-OSH	1	Lecture	Question and Answer
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

<b>VI</b>	<b>Managerial Counselling</b>	<b>6 Hrs</b>		
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 scholar.com](http://www.google scholar.com)
2. [www.doaj.org](http://www.doaj.org)
3. [www.ssrn.com](http://www.ssrn.com)

### PROBABLE DATES OF CIA AND THE NATURE OF CIA EVALUATION For 20 Marks

S. No.	Nature of CIA evaluation	Probable Date(s)
1.	Assignment Paper (10 Marks)	
	Topic Selection	On or before 20-06-2017
	Last date submission	10-07-2017
2.	MCQ (10 Marks) Two Batches	12-09-2017 to 13-09-2017

Prepared By

Approved By

**Dr.D.Raja Jebasingh**