

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme	Bachelor of Business Administration				Branch/Spec.	General			
Semester	V				Version	1.0.0.0			
Effective from Academic Year	2026-27				Effective for the Batch admitted in	July 2024			
Course Code	BGEN302		Course Name		Industrial Relations and Labour Laws				
Teaching Scheme					Examination Scheme (Marks)				
(Per week)	Lecture (DT)		Practical (Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	04	0	0	0	04	Theory	50	50	100
Hours	04	0	0	0	04	Practical	0	0	0
Pre-requisites									
Basic knowledge about Organisational Behaviour and Human Resource Management									
Course Objective:									
To develop a conceptual understanding of industrial relations, trade unions, collective bargaining, labour laws, and dispute management from managerial and legal perspectives.									
Course Outcomes									
On successful completion of the course, the students will be able to:									
CO1	Explain the concept, nature, objectives, and significance of Industrial Relations, including the role of the State and industrial relations machinery.								
CO2	Analyze the origin, growth, objectives, and functions of trade unions and evaluate the problems and challenges faced by trade unionism in India.								
CO3	Understand and assess the concept of workers' participation in management and collective bargaining, including the role of ILO and tripartite institutions.								
CO4	Interpret and apply major labour laws and legislations related to wages, compensation, social security, women welfare, and industrial disputes in India.								
Theory Syllabus									
Unit	Content								Hrs.
1	Overview Of Industrial Relations Concept Of Industrial Relations: Nature Of Industrial Relations, Objective Of Industrial Relations, Parties Of Industrial Relations Industrial Relations: Meaning, Nature, Objectives, Importance And Constituents Of Industrial Relations, Role Of State In Industrial Relations, Industrial Disputes And Industrial Relations Machinery.								15
2	Trade Unionism Origin And Growth, Unions After Independence, Concept, Objectives And Functions Of Trade Union, Role Of Trade Union In Collective Bargaining, Problems Of Trade Union Employee Grievances, Employee Counseling, Trade Unionism: Meaning, Functions, Growth And Problems Of Trade Unionism In India, Worker's Participation In Management.								15
3	Workers Participation In Management Meaning Of Workers Participation In Management, Collective Bargaining, Meaning, Nature And Methods, ILO And Its Role, Tripartite Approach In Industrial Relations, Forms And Levels Of Workers' Participation, Benefits And Challenges Of Workers' Participation, Methods Of Workers' Participation, Collective Bargaining.								15
4	Labour Legislations Payment Of Wage Act, Workmen's Compensations Act, Importance Provisions Of Employees' State Insurance Act, Employees Provident Fund Act, Maternity Benefit Act, Labour Laws And Recent Amendments: Main Provisions Of: A.Trade Unions Act, 1926, B The Factories Act, 1948, C. The Industrial Disputes Act, 1947, Wage & Compensation Laws, Women & Employee Welfare Legislations.								15
Practical Content									
Practical, assignments and tutorials are based on above syllabus.									
Text Books									
1	Industrial Relations in India – E. A. Ramaswamy								
Reference Books									
1	Industrial Relations – T. V. Rao								
2	Personnel Management and Industrial Relations – C. B. Mamoria & S. V. Gankar								

3	Kumar H.L., ( 2002). <i>Practical Guide to Contract Labour - Regulation &amp; Abolition Act &amp; Rules</i> . New Delhi : Universal Law Publishing.															
ICT/MOOCs Reference																
1	<a href="https://publicadmin.iisuniv.ac.in/courses/subjects/industrial-relations-and-labour-laws-1?utm_source=chatgpt.com">https://publicadmin.iisuniv.ac.in/courses/subjects/industrial-relations-and-labour-laws-1?utm_source=chatgpt.com</a>															
Mapping of CO with PO and PSO:																
	Course Outcome (CO) No.	PO-CO Mapping								PSO-CO Mapping						
		PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6	
	CO1	3	2	2	2	2	1	3	1	2	2	1	1	1	1	
	CO2	2	2	3	2	2	1	2	2	2	2	1	1	1	1	
	CO3	2	3	3	2	2	1	2	2	2	2	1	1	1	1	
	CO4	3	2	1	3	3	1	3	2	2	3	2	1	1	1	