

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme		Master of Business Administration				Branch/Spec.		Human Resources Management	
Semester		IV				Version		1.0.0.1	
Effective from Academic Year			2021-22			Effective for the batch Admitted in			June 2020
Subject code		2IVA05LEH		Subject Name		LEGAL ENVIRONMENT OF HRM			
Teaching scheme						Examination scheme (Marks)			
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	4	0	0	0	4	Theory	60	40	100
Hours	4	0	0	0	4	Practical	-	-	-
Pre-requisites:									
Objectives									
The objective of the course is to acquaint the students with the legal issues related to and affecting Human Resource Management.									
Learning Outcomes:									
<ul style="list-style-type: none"> <li>2IVA05LEH.CO1: Understand the scope, need, and objectives of key labour legislations governing working conditions and employee welfare in India.</li> <li>2IVA05LEH.CO2: Apply the principles and provisions of wage-related and remuneration legislations in organizational HR practices.</li> <li>2IVA05LEH.CO3: Analyze social security and welfare laws to ensure compliance and protection of employee rights.</li> <li>2IVA05LEH.CO4: Evaluate the framework of industrial relations legislations and their role in promoting harmonious employer–employee relationships.</li> </ul>									
Theory syllabus									
Unit	Content								Hrs
1	Labour Legislation: Need, objectives scope, growth of labour legislation in India. Legislations on working conditions-Factories Act, 1948, Mines Act, 1952, Contract Labour (Regulation & Abolition) Act, Child Labour (Prohibition & Regulation Act-1986, Interstate Migrant Workmen (RECS)- 1979. Sexual Harassment at Workplace: Prevention, Prohibition and Redressal Act, 2013. The Model Standing Orders Act, 1946; The Bombay Shops and Establishment Act, 1948.								15
2	Legislations concerning wages- Minimum wages Act, 1948, Payment of wages Act, 1936, payment of Bonus Act 1965, Equal Remuneration Act, 1976, Wage Bill Code 2019								10
3	Social Security Legislations: The workmen's compensation Act, 1923, Employees' state insurance Act, 1948, The Employees Provident Fund Act, 1952, Maternity Benefit Act 1961, payment of Gratuity Act 1972, EPF Act-1952 and 1995.								15
4	Industrial Relations Legislations: Indian Trade Union Act 1926, Industrial Employment standing order Act 1946, Industrial Dispute Act, 1947, Regulatory Structure and process								15
Practical content									
Text Books									
1	Monappa A- Industrial Relations (Tata McGraw-Hill, 2002)								
Reference Books									
1	Monappa A- Industrial Relations (Tata McGraw-Hill, 2002)								
2	Sinha, & Shekar - Industrial Relations, Trade Unions, and Labour Legislation (Pearson Education)								
3	Srivastava S C- Industrial Relations and Labour Laws (Vikas, 4 edition) 2000.								
4	Mamoria CB, Mamoria, Gankar- Dynamics of Industrial Relations (Himalayan Publication, 2003).								
5	Kapoor N.D – Labour Laws, Sultan chand.								
6	Malhotra O.P. – The law of Industrial Disputes – Vol –I and II,								
7	Mallik P.L. – Handbook of Industrial Law, Eastern Book .								
8	Ratna Sen - Industrial Relation in India – Macmillan.								

9	Saini, Debi S- Redressal of Labour Grievances Claims and Diputes, Oxford & IBH.
10	A.M. Sharma – Industrial Jurisprudence & Labour Legislation, Himalaya

Note:

Version 1.0.0.0 (First Digit= New syllabus/Revision in Full Syllabus, Second Digit=Revision in Teaching Scheme, Third Digit=Revision in Exam Scheme, Forth Digit= Content Revision)

L=Lecture, TU=Tutorial, P= Practical/Lab., TW= Term work, DT= Direct Teaching, Lab.= Laboratory work

CE= Continuous Evaluation, SEE= Semester End Examination

### Mapping of CO with PO and PSO:

Semester 4: Course Name: 2IVA05LEH LEGAL ENVIRONMENT OF HRM							
Course Outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
2IVA05LEH.CO1	3	2	1	2	1	3	1
2IVA05LEH.CO2	3	2	3	2	0	2	3
2IVA05LEH.CO3	2	3	3	2	3	1	0
2IVA05LEH.CO4	2	1	3	1	2	0	2

Semester 4: Course Name: 2IVA05LEH LEGAL ENVIRONMENT OF HRM			
Course outcomes	PSO1	PSO2	PSO3
2IVA05LEH.CO1	2	2	0
2IVA05LEH.CO2	2	1	1
2IVA05LEH.CO3	2	1	2
2IVA05LEH.CO4	1	1	2