Course Title: Human Resource Development

Course Code: MBA-DE-601	**Max. Marks** = 100 (Mid-term = 50, End-term = 50)
	Credits: 4 (L = 3, P = 0, T =1)

Course Objective: *To equip students with the knowledge and skills necessary to design and deliver human resource development programs for organizational effectiveness.*

Course Outcomes: After attending the course, students will be able to:
- *Understand the fundamentals of human resource development and its climate.*
- *Understand the role of training and development as an organizational tool for human resource development.*
- *Apply performance appraisal principles and practices to real world situations and develop effective performance appraisal systems.*
- *Understand the national and global context of human resource development.*

SYLLABUS

Unit I: Human Resource Development– Concept, Significance and Challenges of HRD; Evolution of HRD; Relationship with HRM; Human Resource Development Functions - Roles and Competencies of HRD Professionals: Challenges to Organization and HRD professionals: Human Resource Development climate and elements of HRD climate. HRD practices in India and other countries.

Unit II: Training as a tool of HRD: Aims and Contexts; Transformative role of Training: Training Strategy: Strategic Issues and Modalities; Training Need Assessment (TNA), recent T & D practices and challenges; Training Evaluations, HRD for workers; HRD Processes and the Role of HRD Manager; HRD and line Manager's Expectations, Learning Attitude of Line Mangers; Professional Preparation of HRD staff and HRD in Indian Organisations.

Unit III: Developing the Person in the Role: Performance Appraisal Techniques, Assumptions underlying open Appraisal Systems, Performance Appraisal Components, Performance Review and Counselling: Objective, Sequential Process and making Counselling Effective. Potential Appraisal: steps and considerations while introducing Potential Appraisal Systems; Linkages with other Subsystems of HRD.

Unit IV: Action learning, assessment and development centers; Intellectual capital and HRD; Role of Trade Unions; Industrial relations and HRD: HRD in the national and Global context, Challenges in the national context. Human Development Index (HDI), comparative HRD polices of China& India. Strategic HRD; Social Capital Development: challenges

Skill Development Activities:

1. Need assessment project: Students can examine a hypothetical or real company's staff training and development needs and build a programme to meet them.
2. Training Program design: Students can use numerous training approaches to create a training programme for new hires, managers, or a department.
3. Role play exercise: Role-playing can help students practise skills including criticism, performance reviews, and training.
4. Case studies: Students can evaluate HRD programmes and suggest improvements.

Suggested Readings:

1. Randall S. Schuler, Susan E. Jackson, (2007), *Strategic Human Resource Management*: Wiley-Blackwell, 2nd Edition.
2. Jon M. Werner & Randy L. DeSimone, (2008), *Human Resource Development*, Thomson- South Western, 5th edition,
3. Robert L. Mathis & John H. Jackson (2016), *Human Resource Management*, ThomsonSouth Western, 15th edition,
4. Matthias T. Meifert, (2013), *Strategic Human Resource Development,* Springer-Verlag Berlin Heidelberg.

Note: The schedule for case discussion shall be announced by the concerned faculty in the class

DEPARTMENT OF MANAGEMENT STUDIES

Islamic University of Science and Technology
1 – University Avenue, Awantipora, Pulwama, J&K, 192122.

Course Title: Organizational Development

Course Code: MBA-DE-602	**Max. Marks** = 100 (Mid-term=50; End-term=50)
	Credits: 4 (L = 3, P = 0, T = 1)

Course Objective: *To develop an understanding of the concepts and theories of organizational development and their role in facilitating planned change for developing interventions for organizational effectiveness.*

Course Outcomes: After attending the course, students will be able to:
- *Understand the evolution, theories and models of organizational development.*
- *Assess organizational effectiveness and various methods and tools for diagnosing organizational issues.*
- *Understand the role of various interventions in facilitating organizational development and change.*
- *Understand the trichotomy of power, politics, and ethics in organizational development.*

SYLLABUS

Unit I: An introduction to organization development The Field of Organization Development, Definitions and Historical Overview of Organization Development. Values, Assumptions and Beliefs in OD. Theories: force field analysis, Lewin's three step model, challenges of OD in the current globalized world.

Unit II: Theory and management of OD, Foundations of Organization Development, Managing the OD Process, Action Research and Organization Development Change Models: First and second order Change Model, organizational diagnosis, Weisbord's model, diagnostic Tools.

Unit III: OD interventions An Overview of OD Interventions Training Experiences, Team Interventions, Intergroup and Third-Party Peace-making Interventions, Comprehensive OD Interventions, Structural Interventions and the Applicability of OD.

Unit IV: Key considerations and issues, Issues in Consultant–Client, Power, Politics and Organization Development, The Future and Organization Development, OD Consultants-Internal & External Consultants. Change agent-role. Ethical issues in various stages of OD; Ethics of OD professionals: future of OD.

Skill Development Activities:
1. Product training Assignments for student teams to develop team building relation
2. Role plays
3. Mock Board meetings

Suggested Readings:
1. French, W.L. and Bell, C.H. (1999) *Organization Development: Behavioural Science Interventions for Organization Improvement*. Prentice-Hall, Upper Saddle River.
2. Huse F E And Cumming T G, (1985). *Organizational Development and Change*, New York West.
1. Khandwalla D W. (2001). *Organizational Designs for Excellence*, Tata Mcgraw Hills.

Note: The schedule for case discussion shall be announced by the concerned faculty in the class

Course Title: Total Quality Management

Course Code: MBA-DE-603	**Max. Marks** = 100 (Mid-term = 50, End-term = 50)
	Credits: 4 (L = 3, P = 0, T = 1)

Course Objective: *To equip students with the knowledge, skills and tools necessary to understand and implement effective quality management practices within business organizations.*

Course Outcomes: After attending the course, students will be able to:
- *Demonstrate sound understanding of core TQM concepts and principles*
- *Understand the framework and challenges in TQM implementation*
- *Demonstrate the ability to implement TQM tools*
- *Understand and appreciate the strategic importance of TQM*

SYLLABUS

Unit I: Introduction to total quality management; Historical Review, Basic Concepts in Quality; Dimensions of Quality; Quality Philosophies- Contribution of Deming, Juran, Cross by to quality Comparison of Quality Philosophies;

Unit II: Customer Perception of Quality, Total Quality Management Framework, Quality costs, prevention costs, Appraisal costs, failure costs, Stages in TQM Implementation, Barriers to TQM Implementation; Employee Involvement in Quality Management- Quality Circle.

Unit III: The seven tools of quality, Statistical and Quality Control by the use of Control Charts – Business Process Benchmarking, Concept of six sigma, Continuous Process Improvement –Kaizen, Kanban and JIT. Quality Function Deployment (QFD), Business Process Reengineering.

Unit IV: Quality as source of competitive advantage; Quality management System; Introduction— Benefits for ISO 9000 and Other Quality Systems, ISO 9000:2000 Quality System – Elements, Implementation of Quality System, Quality Auditing, ISO Environmental management System (EMS)- ISO-14000 – Concept, Requirements and Benefits of EMS

Skill Development Activities:
1. Development of Quality statements
2. Creating Quality circles and identifying quality issues within the university
3. Identifying the ways of reducing Quality Costs
4. Learning the practical application of QFD

Suggested Readings:
1. Dale H.B., Rashmi U., Hemant U., Glen H. B., Mary B.S., & Carol B.M. (2019). *Total Quality Management*, Pearson Education.
2. Shridhara B.K. (2010). *Total Quality Management – Text and Cases*, Himalaya Publishing House.
3. Jill A.S, Joel E.R and Vincent K.O. (1998).*Principles of Total Quality*. St. Lucie Press, US.
4. Jain, P.L. (2001). *Quality Control and Total Quality Management.* Tata McGraw-Hill.
5. John B.J.E. (1993). *Total Quality Management*, Prentice Hall, India.

Note: The schedule for case discussion shall be announced by the concerned faculty in the class

DEPARTMENT OF MANAGEMENT STUDIES
Islamic University of Science and Technology
1 – University Avenue, Awantipora, Pulwama, J&K, 192122.

Course Title: Cross Cultural Management

Course Code: MBA-DE-604	**Max. Marks** = 100 (Mid-term = 50, End-term = 50)
	Credits: 4 (L = 3, T= 1 P = 0)

Course Objective: *Develop cross-cultural competencies among students for effective communication, management and leadership in diverse cultural contexts.*

Course Outcome: After attending the course, students will be able to:
- *Understand the various perspectives of culture and their implications for management.*
- *Manage multicultural teams in a global business context*
- *Develop skills for effective communication in a cross cultural context*
- *Develop competencies for cross-cultural leadership and decision making.*

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SYLLABUS

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Unit I: Meaning and concept of Culture, Determinants of Culture, Salient features of cross culture, socio, ethnic historical and religious perspectives of cross culture; Cultural transition, Culture diversity. Cross-national differences; Differences in communication, work settings, negotiations, leadership and motivational context.

Unit II: Frameworks of cross cultural management, Cultural shock and acculturation, Cross cultural training, Managing multicultural teams, Working with International teams, Global leadership and motivational issues, Cultural differences in ethics and decision making, Conflicts and cultural difference. Cultural mix: Cultural dissimilarities across world; Major issues and challenges, Influence of global culture, Relationship between national culture and organization structure; International dimensions of organizational culture

Unit III: Cross- cultural issues which affect Communication across different Cultures, Culture and non-verbal communication, Effective intercultural communication. Business communication across cultures Barriers to intercultural communication-Negotiating Internationally. Emerging Trends in Cross-Cultural Management, Impact of Technology on Cross-Cultural Management, Influence of Global Culture on Personal and Work Life

Unit IV: Adjusting to the New Culture, Cultural Relativity of Management Theory, and Competencies for Global Manager. Cross Cultural Leadership and Decision making, Cross-Cultural Negotiation Conflict Management in Cross-Cultural Contexts, Emerging Trends in Cross-Cultural Management

Skill Development Activities:
1. Country-specific Cross-Cultural Management Presentation. (Student has to perform verbal and non-verbal as per allotted country.
2. Case Studies
3. Cross-Cultural Negotiation Role Play (student has to perform (verbal-non-verbal and gestures as per country allotted)
4. Cross-Cultural Scenario Analysis and Presentation (Meeting between a Japanese and an American company)

DEPARTMENT OF MANAGEMENT STUDIES

Islamic University of Science and Technology

1 – University Avenue, Awantipora, Pulwama, J&K, 192122.

Suggested Readings:

1. Hofstede, G. (2001). *Culture's consequences: Comparing values, behaviors, institutions, and organizations across nations*. Sage publications.

2. Trompenaars, F., & Hampden-Turner, C. (2012*). Riding the waves of culture: Understanding diversity in global business*. Nicholas Brealey Publishing.

3. Bhagat, R. S., & McQuaid, S. J. (2016). *Handbook of cultural intelligence: Theory, measurement, and applications*. Routledge.

4. Maznevski, M. L., & DiStefano, J. J. (2016). *Global leadership: Research, practice, and development*. Routledge.

5. Brett, J. M., Adair, W. L., & Okumura, T. (2014*). Negotiating globally: How to negotiate deals, resolve disputes, and make decisions across cultural boundaries*. John Wiley & Sons.

Note: The schedule for case discussion shall be announced by the concerned faculty in the class

Course Title: Human Resource Metrics and Analytics

Course Code: MBA-DE-605	**Max. Marks** = 100 (Mid-term = 50, End-term = 50) **Credits**: 4 (L = 3, P = 0, T = 1)

Course Objective: *To enable students analyse and interpret human resource data and make data-driven decisions to improve organizational effectiveness.*

Course Outcomes: After attending the course, students will be able to:
- *Understand the principles and approaches of designing human resource metrics.*
- *Develop an understanding of metrics for workforce planning, recruitment, training, compensation and retention.*
- *Comprehend the Human Resource Analytics techniques and use of IT tools in HR analytics.*
- *Understand the role of human resource analytics in the contemporary workplace setting.*

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Unit I: HR Metrics Overview--Concepts, Objectives-- Historical Evolution of HR metrics. Explain How and Why Metrics are Used in an Organization--Deciding What Metrics are Important to Your Business--HR Metrics Design Principles--Approaches for Designing HR Metrics--The Inside-Out Approach--The Outside-In Approach-- Align HR Metrics with Business Strategy, Goals and Objectives--Link HR to the Strategy Map

Unit II: Effectiveness Measures-- HR Value / Impact Measures. Building HR Functions Metrics--Workforce Planning Metrics-- Recruitment Metrics --Optimizing Selection and Promotion Decisions. Monitoring Impact of Interventions Training & Development Metrics-- Compensation & Benefits Metrics -- Employee Relations & Retention Metrics. -- Tracking Impact Interventions-- Evaluating Stress Levels and Value-Change

Unit III: HR Analytics Overview -- What HR Analytics. -- Importance of HR Analytics. - Translating HR Metrics Results into Actionable Business Decisions for Upper Management (Using Excel Application Exercises, HR Dashboards)- HR Information Systems and Data Sources- HR Metrics and HR Analytics- Intuition Versus Analytical thinking- HRMS/HRIS and Data Sources-- Analytics Frameworks like LAMP-- HCM:21(r) Model

Unit IV: Diversity Analysis-- Equality, Diversity and Inclusion, Measuring Diversity and Inclusion, Testing the Impact of Diversity, Workforce Segmentation and Search for Critical Job Roles. Predicting the Performance and Turnover. Performance Analysis-- Predicting Employee Performance, Training Requirements, Evaluating Training and Development.

Skill Development Activities:
1. Group activity for use of HR metrics in talent analysis.
2. Case studies showing practical use of techniques taught in class.
3. Role play to show workforce diversity impact and assessment.

DEPARTMENT OF MANAGEMENT STUDIES

Islamic University of Science and Technology

1 – University Avenue, Awantipora, Pulwama, J&K, 192122.

Suggested Readings:

1. Belkaoui, A.R and Belkaoui, J.M. (1995).*Human Resource Valuation: A Guide to Strategies and Techniques*. Greenwood, Quorum Books
2. Dale, B. (1992). *Total Quality and Human Resources: An Executive Guide*. Oxford, Blackwell
3. Kavanagh, M.J. (2020). *Human Resource Information Systems*. Sage Publishing

Note: *The schedule for case discussion shall be announced by the concerned faculty in the class*

Course Title: International Human Resource Management

Course Code: MBA-DE-606	**Max. Marks** = 100(Mid-term = 50, End-term = 50) **Credits:** 4 (L = 3, P = 0, T = 1)

Course Objective: *To equip students with a comprehensive understanding of the key concepts, theories, and practices of managing human resources in a global context.*

Course Outcomes: After attending the course, students will be able to:
- *Understand the evolution, importance and models of international human resource management.*
- *Develop an understanding of the international labour market, global staffing choices and selection techniques.*
- *Understand the principles of designing international training, development, and compensation programs.*
- *Develop an understanding of the labour standards, regulatory framework, and trade unions in an international context.*

SYLLABUS

Unit I: Human Resource Management: Evolution – Objectives – Significance – HR Planning – Recruitment – Selection – Training & Development – Performance Evaluation – Career Planning and Succession- - Domestic HRM v/s IHRM - Growth of Internationalization of World Business- Strategic Orientation of IHRM- Types of International Assignments Models of IHRM-Matching model, Harvard Model, Contextual Model, 5P Model European Model.

Unit II: International Workforce planning and staffing: International labour market, International Recruitment function; head-hunters, cross-national advertising, e-recruitment; International staffing choice, different approaches to multinational staffing decisions, Selection criteria and techniques, interviews for international selection, international staffing issues, Successful expatriation, repatriation, re-entry and career issues

Unit III: Global Leadership, Cross cultural context and international assignees, Current scenario in international training and development, training &development of international staff, International Compensation and International Employment Laws, key components of international compensation, Approaches to international compensation, compensation practices across the countries, emerging issues in compensation management

Unit IV: IHRM Challenges and Opportunities: Establishment of labour standards by International Institutions, The global legal and regulatory context of MNE, The International framework of Ethics and Labour standards, Trade Unions and MNE's, Response of Trade Unions to MNE's, Non-Union worker representation, Study the Socio-Political-Economic System in U.S, U.K, Japan and India and prepare a comparative analysis

Skill Development Activities:
1. Industrial visit to get hands-on exposure.
2. Industry expert lectures to provide students with valuable insights and perspectives.
3. Group discussions: Students can be presented with different case studies or scenarios related to international human resource management.

Suggested Readings:

1. Dowling, P. J., & Welch, D. E. (2009). International human resource management. *Cengage.*
2. Aswathappa, K., & Dash, S. (2009). International human resource management. *Tata McGraw Hill.*
3. Bhatia, S. K. (2005). International human resource management: A global perspective: Practices and strategies for competitive success. *Deep and Deep Book Publishers.*
4. Dessler, G. (2005). Human resource management *(10th ed.). Prentice Hall Publishing.*
5. Edwards, T., & Rees, C. (2011). International human resource management: Globalization, national systems and multinational companies. *Pearson.*

Note: The schedule for case discussion shall be announced by the concerned faculty in the class

DEPARTMENT OF MANAGEMENT STUDIES

Islamic University of Science and Technology

1 – University Avenue, Awantipora, Pulwama, J&K, 192122.

Course Title: Strategic Human Resource Management

Course Code: MBA-DE-607	**Max. Marks** = 100 (Mid-term = 50, End-term = 50)
	Credits: 4 (L = 3, P = 0, T = 1)

Course Objective: *To advance learners' understanding of the concepts, processes, and frameworks in the planning, formulating, and execution of human resource strategies.*

Course Outcomes: After attending the course, students will be able to:
- *Understand the strategic nature and role of human resource functioning a business organization.*
- *Demonstrate an understanding of the scope and dimensions of human resource planning.*
- *Design and develop effective employee development and performance management programs.*
- *Understand the role of human resource function in manging labour relations and global assignments.*

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SYLLABUS

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Unit I: Human Resource Management - An Investment Perspective. Human Capital. HR Value Chain. Evolution of the HRM Function. Competitive Challenges Influencing HRM. Model of Strategic HRM. Role of HRM in Strategic Planning. Strategic Management of the HRM Function. Building an HR Strategy. Improving HRM Effectiveness.

Unit II: The Human Resource Environment. Equality and Human Rights. Work and Human Resource Planning. Workflow Analysis and Organizational Structure. Job Analysis and Job Design. The Human Resource Planning Process. Strategic Workplace Planning. Human Resource Recruitment and Selection. Strategic Role of Training and Development.

Unit III: Employee Development Planning Approaches and Systems. Managing Employee Engagement and Performance. Employee Separation and Retention Management. Performance Management – Process, Purposes, and Criteria. Strategic Choices in Performance Management. Compensation Management. Pay Structure Concepts and Consequences. Developing Pay Levels. Managing Employee Benefits.

Unit IV: Collective Bargaining and Labour Relations. The Labour Relations Framework. Global Human Resource Management. Strategic Human Resource Issues in Global Assignments. Approaches to International Human Resource Management.

Skill Development Activities:
1. Design a HR value chain for an organization of choice.
2. Assume the role of a Chief Human Resource Officer and design human resource strategy for an organization.
3. Design a training program for employees of an organization.
4. Design a performance management system using Balanced Scorecard.

Suggested Readings:

1. Noe, R. (2020). *Strategic Human Resource Management: Gaining a competitive advantage*. McGraw Hill Education.
2. Mello, J. A. (2019). *Strategic Human Resource Management*. Cengage Learning Asia Pte Ltd. Sharma, E. (2019). *Strategic Human Resource Management and Development*. Pearson Education Limited.
3. Greer, C. R. (2002). *Strategic Human Resource Management: A General Managerial Approach*. Pearson Education Limited.

Note: The schedule for case discussion shall be announced by the concerned faculty in the class

DEPARTMENT OF MANAGEMENT STUDIES

Islamic University of Science and Technology

1 – University Avenue, Awantipora, Pulwama, J&K, 192122.

Course Title: Leadership Dynamics and Team Building

Course Code: MBA-DE-608	**Max. Marks** = 100 (Mid-term = 50, End-term = 50)
	Credits: 4 (L = 3, P = 0, T = 1)

Course Objective: *To develop leadership skills and enhance team-building abilities to foster collaboration and maximize productivity.*

Course Outcomes: After attending the course, students will be able to:
- *Understand the role of leadership in building effective teams within corporate settings.*
- *Gain an understanding of different leadership models, approaches and theories.*
- *Understand the role of emotional, cultural and spiritual intelligence in developing effective leaders.*
- *Understand the dynamics of team formation and the role of leadership in fostering a shared vision among team members.*

SYLLABUS

Unit I: Introduction to Leadership & Team Management, Leadership for building effective teams, Corporate Leadership, Leadership Behaviour, Women Leaders, ethical issues in Leadership, McKinsey 7S Model

Unit II: Leadership Traits, Motives and Characteristics, Leadership Approaches and Models, Leadership Theories, Value Based Leadership, Transformation Leadership Theory, Transactional Leadership Theory, and Psychodynamic approach to leadership.

Unit III: Emotional and cultural Intelligence of leadership, authentic leadership, leadership experience from Indian corporate leaders, developing powerful persuasion strategies, Spiritual and servant model of leadership, Personality assessment and tests, Impression Management and Formation.

Unit IV: Work teams, dynamics of team formation, Shared vision, Visionary leadership, Team Leadership, Leadership development for effective teams, Team Interventions, Group decision-making, Creativity in Group decision-making, Group decision-making techniques.

Skill Development Activities:
1. Students will be divided into groups and assigned roles for the role-play activity which will include overcoming resistance to change by the leader
2. Each group will be asked to study the leadership of top organisations
3. Students will be asked to undertake Big 5 Personality test
4. Develop team leadership, collaboration, and decision-making skills through a team simulation and group decision-making exercise.

Suggested Readings:
1. Daft, R.L., (2015). *The Leadership Experience*, Cengage.
2. Haldar, U.K. (2010). *Leadership and Team Building*, Oxford University Press.
3. Hughes, R., Ginnett, R. and Curphy, G. (2015). *Leadership: Enhancing the Lessons of Experience*, McGraw Hill Education.
4. Katzenback, J.R., Smith, D.K. (2015). *The Wisdom of Teams: Creating the High-Performance Organizations*, Harvard Business Review Press.

Note: The schedule for case discussion shall be announced by the concerned faculty in the class

Course Title: Management of Industrial Relations

Course Code: MBA-DE-609	**Max. Marks** = 100 (Mid-term = 50, End-term = 50)
	Credits: 4 (L = 3, P = 0, T = 1)

Course Objective: *To provide students with an understanding of the principles and practices involved in effectively managing the relationship between employers, employees and labour unions in an industrial setting.*

Course Outcomes: After attending the course, students will be able to:
- *Understand the fundamentals of industrial relations and the dynamics of industrial dispute resolution.*
- *Demonstrate an understanding of the institutional mechanism governing the social security system.*
- *Understand the role of trade unions in promoting labour welfare.*
- *Understand the role of participatory decision-making and technology in industrial relations.*

SYLLABUS

Unit I: Industrial Relations in the Post-Independence Period, evolution of industrial relations. Nature and concept. Role of State in Industrial Relations. Disputes, causes of industrial disputes & settlement of disputes Non-Statutory Measures, Statutory Measures. Actors in Industrial Relations Theories in Industrial Relations.

Unit II: Labour Welfare and Social Security. Evolution of Social Security Measures, Some Concerns and Issues. Scope, objectives, membership and structure of ILO. Ratification Procedures of ILO Standards Recommendations and India's Ratification. Labour legislation, Legal Framework for Wage Payments in India

Unit III: Principles of trade unions and the Act. Classification and types of trade unions. Evolution of trade Unions in India. Problems of trade unions in the current globalized world. Collective Bargaining Introduction, Concept, objectives, Types and process. Strike, Types of strikes. Lockout, Ethical issues in strikes & lockout

Unit IV: Workers participation in management (WPM), The Participation of Workers in Management Bill, 1990, Worker Development, Strategic Industrial Relations, Quality of work life (QWL), Technology and Industrial Relations. Impact of Technological Change in industrial relations. Industrial Relations in IT/ITES Sector in India.

Skill Development Activities:
1. Training workshops on negotiation and conflict resolution.
1. Simulation exercises on industrial dispute resolution.

DEPARTMENT OF MANAGEMENT STUDIES

Islamic University of Science and Technology

1 – University Avenue, Awantipora, Pulwama, J&K, 192122.

Suggested Readings:
1. Mamoria C.B. and Mamoria. S. (1998). *Dynamics of Industrial Relations.* Himalaya Publishing House, New Delhi.
2. Dwivedi. R.S. (1997). *Human Relations & Organisational Behaviour.* Macmillan India Ltd., New Delhi.
3. Ratna Sen. (2003). *Industrial Relations in India. Shifting Paradigms.* Macmillan India Ltd., New Delhi.
2. Srivastava. (2000). *Industrial Relations and Labour Laws.* Vikas, 4th edition.

Note: The schedule for case discussion shall be announced by the concerned faculty in the class

Course Title: Labour Laws

Course Code: MBA-DE-610	**Max. Marks** = 100 (Mid-term=50; End-term=50)
	Credits: 4 (L = 3, P = 0, T = 1)

Course Objective: *To provide students with an understanding of the labour legislation regime, fair practices and the legal framework governing employment relationships for creating a fair and just work environment.*

Course Outcomes: After attending the course, students will be able to:
- *Understand the statutory and constitutional provisions of labour welfare in India.*
- *Analyse the complexities associated with the application of labour laws in business organizations*
- *Demonstrate an understanding of the laws pertaining to trade unions and contract labour.*
- *Demonstrate the knowledge of the social security legislation in India.*

SYLLABUS

Unit I: Labour Legislations in India, Constitutional Provisions of Social Security and Labour Welfare in India. Labour Laws: Concept, Origin, Objectives and Classification, Strikes and lockouts, forms of strikes, wages for strike period, Standing order Act 1946 Factories Act, 1948. Supplemental Provisions, applicability, penalty and procedures.

Unit II: Industrial Disputes Act, Payment of Wages Act, 1936. Definitions under Workmen's Compensation Act, 1923. Rules Regarding the Workmen's Compensation Act. Payment of Bonus Act, 1965.Maternity Benefit Act 1961 Scope and applicability of the act. Provisions of maternity benefit. Provisions of payment of wages and maternity leave.

Unit III: Trade union Act1926, The Contract Labour (Regulation and Abolition) Act 1970 Short title, extent, commencement and application, Application for registration of establishments, Provisions of licensing for the contract labour supplier, Prohibition of employment of contract labourer, welfare and health of contract labourer, payment of wages to contract labourers, maintenance of records.

Unit IV: The Employees' State Insurance Act 1948 Constitution and functioning of ESIC, Eligibility of employee, benefits provided to the employees, contribution to be paid by the employees and employers, The Payment of Gratuity Act, 1972 Scope and applicability of Act, Interpretations, Concept of gratuity, Eligibility for payment of gratuity, Amount of gratuity, availability of funds for payment of gratuity.

Skill Development Activities:
1. Court visits of students for practical implication of labour laws
2. Group discussions and debates
3. Role-plays

Suggested Readings:
1. Srivastava, S.C. (2022). *Industrial Relations and Labour Laws*. Vikas Publication
2. Sinha, P.R.N, Sinha, I.B. & Shekhar, S.P. (2017). *Industrial Relations, Trade Unions and Labour Legislation.* Pearson India.
3. Singh. P.N. & Kumar, N. (2011). *Employee Relations Management.* Pearson India.
4. Ghosh. P. (2017). *Industrial Relations and Labour Laws.* Pearson India.

Note: The schedule for case discussion shall be announced by the concerned faculty in the class