

Sem.	Course Code	INDUSTRIAL RELATIONS AND LABOUR LAW	Total Marks: 100		Hours Per Week	Credits
V	17UACET506		CIA: 25	ESE:75	5	4

OBJECTIVE:

- To equip the students with the concepts of labour laws and industrial relations in order to meet the global competency of growing industries.

COURSE OUTCOMES:

At end of the course, students will be able to

- CO1 Understand the disputes and settlement procedure.
- CO2 Gain the knowledge in workers participation in managerial functions.
- CO3 Enable to measure the productivity of the labour.
- CO4 Understand the factories act and provident fund act.
- CO5 Identify the laws related to the welfare of the employees.

UNIT – I

Industrial Relations - Meaning relevance - Forms of disputes - Causes, Prevention and settlement of disputes in industrial unrest. Collective bargaining - Meaning - Objectives - Benefits. Conditions and essentials for successful collective bargaining - Negotiation.

UNIT - II

Workers participation in Management - Meaning - Objectives - Factors influencing participation. Works committee, Joint management councils - Democratic supervision, employee director, Consultative supervision.

UNIT – III

Productivity labour welfare - Concept of productivity - Measurement - Factors affecting productivity. Trade union - Trade union Act 1926 - important provisions, Trade unions at national level.

UNIT – IV

Factories Act 1948 - Object, applicability, obligation - Employee's provident fund and miscellaneous provision Act 1952 - Object, applicability, provision.

UNIT – V

Employees State Insurance Act 1948 - Provision, applicability, main benefits, etc., - Payment of Gratuity Act 1972 - Scope, applicability, benefits, etc., - Contract labour (Regulation and abolition) Act 1970. Object, applicability, intent, provisions, etc.



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TEXT BOOK:

1. Gurusamy S, Essentials of Financial Services, 3rd Edition, 2018, Vijay Nicole Imprints Private Limited, Chennai.


BOOKS FOR REFERENCE:

1. Khan M Y, Financial Services, 5th Edition, 2009, Tata McGraw Hill Publishing Company, New Delhi.
2. Shanmugam R, Financial Services, 1st Edition, 2010, Wiley India, New Delhi.
3. Ravichandran K, Merchant Banking and Financial Services, 2013, Himalaya Publishing House, New Delhi.

QUESTION PAPER PATTERN		
SECTION – A	SECTION - B	SECTION – C
10 x 1 = 10 Marks (Multiple Choice, Four options) Two questions from each unit	5 x 7 = 35 Marks (Either or choice) Two questions from each unit	3 x 10 = 30 Marks (Answer any three Questions) One Question from each unit


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