

**NIRMA UNIVERSITY**  
**Institute of Management**  
**Master of Business Administration (Full Time) Programme/**  
**Integrated Bachelor of Business Administration-Master of Business**  
**Administration Programme/**  
**Master of Business Administration (Family Business &**  
**Entrepreneurship) Programme**

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<b>Course Code</b>	<b>MFT5SEHR08 MBM5SEHR08 MFB5SEHR08</b>
<b>Course Title</b>	<b>Labour Legislation in India</b>

**Course Learning Outcome (CLO):**

At the end of the course, the students will be able to:

1. List the various laws related to workforce management
2. Explain the routine compliances required under these laws
3. Discover the implications of non-compliance by organisations

**Syllabus**

**Teaching Hours**

<p><b>Unit I: Introduction and Overview</b></p> <ul style="list-style-type: none"> <li>• Meaning and Scope of Regulatory Framework</li> <li>• Purpose of Labour Legislation</li> <li>• Discuss the implications of non-compliance by organisations</li> </ul>	02
<p><b>Unit II: Laws Governing Workers and service conditions</b></p> <ul style="list-style-type: none"> <li>• The Factories Act, 1948</li> <li>• Sexual Harassment at Workplace: Prevention, Prohibition and Redressal Act, 2013. The Model Standing Orders Act, 1946;</li> <li>• The Bombay Shops and Establishment Act, 1948; The Contract Labour Regulation and Abolition Act, 1970</li> </ul>	05
<p><b>Unit III: Laws Governing Wages and Social Security</b></p> <ul style="list-style-type: none"> <li>• The Payment of Wages Act, 1936</li> <li>• The Minimum Wages Act, 1948</li> <li>• The Gratuity Act, 1972</li> <li>• The Provident Fund and Miscellaneous Provisions Act, 1952 &amp; Employees Pension Scheme, 1995</li> <li>• The Employees State Insurance Act, 1948</li> <li>• The Workmen's Compensation Act, 1923</li> </ul>	04
<p><b>Unit IV: Laws Governing Conflict &amp; Dispute</b></p> <ul style="list-style-type: none"> <li>• The Trade Unions ,1926</li> <li>• The Industrial Disputes Act, 1947</li> <li>• Regulatory Structure and process</li> </ul>	04

### **Suggested Readings:**

1. Singh, P. N., Employee Relations Management. Pearson Education India.
2. Rao, E. M., Industrial Jurisprudence: A critical commentary. New Delhi, LexisNexis Butterworths Whadhwa.
3. Padhi, P. K., Labour and industrial laws. PHI Learning Pvt. Ltd.
4. Monappa, A., Nambudiri, R., and Patturaja. S., Industrial Relations and Labour Laws, McGraw-Hill
5. Sinha, P. R. N., Sinha, I. B., & Shekhar, S. P., Industrial Relations, Trade Unions and Labour Legislation. Pearson Education India.
6. Gaitonde, D.W., Disciplinary Proceedings Durga Enterprise

w.e.f. Academic Year 2019-20 and onwards