**Detailed Syllabus for B.B.A Degree Programme**

**Semester – II**

**(Core Courses )**

BM-1013 L-T-P-C

Industrial Law 3 -0-0-3

Pre-requisite -

***Objective:*** *The course aims at giving an insight into concepts of IRs, how Industrial relations influence the performance of the organizations & how sound Industrial relations can be developed. It also covers the legal framework regulating the terms &*

*conditions of employment of workers which may be helpful to students in further studies & practice in HR.*

***Course Outcome:*** *learner will be able to*

*1. learn basics of Labour Laws and their compliance in business.*

*2. Maintaining harmonious Industrial Relations.*

*3. Industrial Disputes settlement mechanism.*

*4. Retirement benefits under Labour Laws*

**Course Content**

**Module 01: Laws Related to Industrial Relations and Industrial Disputes**

Industrial Disputes Act, 1947: Definition, Authorities, Awards, Settlements, Strikes Lockouts, Lay Offs, Retrenchment and Closure

The Trade Union Act, 1926

**Module 02: Laws Related to Health, Safety and Welfare**

The Factory Act 1948: (Provisions related to Health, Safety and Welfare)

The Workmen’s Compensation Act, 1923 Provisions:

Introduction: The doctrine of assumed risk, The doctrine of Common Employment, The doctrine of Contributory Negligence

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Definitions

Employers liability for compensation (S-3 to 13)

Rules as to Compensation (Sec 4 to Sec 9) (14 A & 17)

**Module 03: Social Legislation**

Employee State Insurance Act 1948: Definition and Employees Provident Fund

Miscellaneous Provision Act 1948: Schemes, Administration and

determination of dues

**Module 04: Laws Related To Compensation Management**

The payment of Wages Act 1948: Objectives, Definition, Authorised Deductions Payment of Bonus Act, 1965

The Payment Of Gratuity Act, 1972

**Text/Reference Books**

1. Industrial and Labour Laws, Dr. Sanjeev Kumar, Bharat Law HP Ltd

2. Labour and Industrial Laws, S.N Misra, Central Law Publication

3. Labour and Industrial Laws, P.K.Padhi, Eastern Economy Edition

4. Commercial and Industrial Law, S.K. Dasgupta, Sterling Publishers Pvt. Ltd

5. Industrial Law, Mr. N.D. Kapoor, Sultan Chand

6. Employee’s Provident Fund, Chopra D.S, Labour Law Agency

7. Industrial Law, Mr. P.L. Mallick, Sultan Chand

8. Essence of Personnel Management and Industrial Relations, Cowling, Prentice – Hall