



SARDAR PATEL UNIVERSITY
Vallabh Vidyanagar Gujarat
(Reaccredited with 'A' Grade by NAAC (CGPA 3.11))
Syllabus with effect from the Academic Year 2023-2024

B.Com. Sem.-II

Course Code	UB02 MDCOM 04	Title of the Course	Industrial Relations & Labour Laws
Total Credits of the Course	04	Hours per Week	04

Course Objectives	Develop an effective communication channel. Protect the interests of both employees and management among all segments of an industry by ensuring good mutual understanding and respect. Improve living and working conditions for employees to maintain industrial peace
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Course Content		
Unit		Weightage*(%)
1	Overview of Industrial Relations Concept of Industrial Relations - Nature of Industrial Relations Objective of Industrial Relations - Parties of Industrial Relations	25
2	Trade Unionism Origin and growth – Unions after independence – Concept, objectives and functions of Trade Union – Role of Trade Union in collective bargaining –Problems of Trade Union	25
3	Workers Participation in Management Meaning of Workers Participation in Management – Collective Bargaining, meaning, nature and methods – ILO and its role – Tripartite approach in industrial relations	25
4	Labour legislations Payment of Wage Act – Workmen’s Compensations Act – Importance provisions of Employees’ State Insurance Act – Employees provident Fund Act	25
Teaching-Assignments, Learning	Lecture, Recitation, Group discussion, Guest speaker, Debate,Seminar, Quizzes Methodology	
Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written (As per CBCS R.6.8.3)	25%
2.	Internal Continuous Assessment in the form of Quizzes, Seminars, Assignments, Attendance (As per CBCS R.6.8.3)	25%
3.	University Examination	50%



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Course Outcomes:

Having completed this course, the learner will be able to....

CO1 Students should able to elaborate the concept of Industrial Relations.

CO2 The students should able to illustrate the role of trade union in the industrial setup.

CO3 Students should able to outline the important causes & impact of industrial disputes.

CO4 Students should able to elaborate Industrial Dispute settlement procedures.

CO5 Student should be able to summarize the important provisions of Wage Legislations

Suggested References	
Sr. No.	References
1	Industrial Relations - Ramaswmy
2	Industrial Relations - T. V. Rao
3	Industrial Relations - Memoria
4	Industrial Relations – Sharma

On-line resources to be used if available as reference material

On-line Resources