

SARDAR PATEL UNIVERSITY
Vallabh Vidyanagar, Gujarat
(Reaccredited with 'A' Grade by NAAC (CGPA 3.25))
Programme: B.COM Semester: III
Syllabus with effect from the Academic Year: 2022-2023

B.COM. SEMESTER-III		
Paper Code UB03DCOM78	Title of the Paper Industrial Relations & Labour Laws	Total Credit 3
Course Objectives	To make student ready for the job by imparting knowledge of Industrial Relations & Labour Laws	

Course Description		
Unit	Description	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 – Maternity Benefit Act	25%

*Units will have the same Weightage in the evaluation as suggested in the course outline.

Teaching-Learning Methodology	<ul style="list-style-type: none"> • Lecture Method • Online Lectures • Group Discussion • Practical Problem Solving
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal/Written Examination	15%
2.	Internal Continuous Assessment in the form of Practical, Viva-Voce, Quizzes, Seminars, Assignments, Attendance	15%
3.	University Examination	70%

* Students will have to score a minimum of 40 (Forty) Percent to pass the course.

Course Outcomes: Having Completed this course, the students will be able to
<ul style="list-style-type: none"> • Understand the concept of Industrial Relations • Learn about Trade Unionism • Get an idea about Workers Participation in Management • Get familiarity with Labour legislations

Suggested References: (include Reference Material from where a student is expected to study the said content in APA Style) Reference Websites can also be included)	
Sr. No	References
1.	Industrial Relations - Ramaswmy
2.	Industrial Relations - T. V. Rao
3.	Industrial Relations - Memoria
4.	Industrial Relations – Sharma
On-Line Resources available that can be used as Reference Material	