

SARDAR PATEL UNIVERSITY
Programme: MHRM
Semester: III
Syllabus with effect from: June 2016

Paper Code: PA03CHRM07	Total Credits: 3
Title Of Paper: Employment Law - I	

Unit	Description in detail	Weightage (%)
	Learner Objectives <ol style="list-style-type: none"> 1. To acquaint with professional understanding of labour legislations 2. To acquaint the students with Legal provisions of Labour Laws in India 3. To develop implementation skills of various Industrial and labour laws 	
1	Introduction to Labour Legislations Need for Labour Legislations, Indian Perspective, Labour Laws and Rapid Changing Industrial scenario, Implementation of Labour Laws, Role of ILO. National Labour Commissions.	20%
2	Laws on Working Conditions & Dispute The Factories Act, 1948 Industrial Dispute Act, 1947	20 %
3	Laws on Wages The Minimum Wages Act, 1948 The Payment of Wages Act, 1936 The Payment of Bonus Act, 1965 The Equal Remuneration Act, 1976	20%
4	Laws on Social Security The Workmen's Compensation Act, 1923 The Employee's State Insurance Act, 1948 The Maternity Benefit Act, 1961 The Employee's Provident Fund and Miscellaneous Provisions Act, 1952 The Payment of Gratuity Act, 1972	20%
5	Case studies Case discussion on Laws related to working condition, wages and social security	20%

Basic Text & Reference Books:

1. Industrial and Labour Law – P. L. Maliki.
2. Industrial Law – J. K. Bareja
3. Industrial & Labour Laws – S. P. Jain
4. Labour laws for Managers – B.D. Singh
5. Industrial Relations, Trade union and Labour Sinha , Pearson Publication
6. Labour and Human Resource Management Forms and Precedents, by S.D Puri and Sundeep Puri, Snow White Pub, Mumbai (4th Edn, 2011.)
7. Labour Laws for Everyday made easy; S.D .Puri and Sundeep Puri, Snow White Pub, Mumbai.(3rd edn, 2011.)

