


JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY ANANTAPUR

(Established by Govt. of A.P., ACT No.30 of 2008)

ANANTHAPURAMU – 515 002 (A.P) INDIA
MASTER OF BUSINESS ADMINISTRATION
MBA; MBA (General Management); MBA (Business Management)
COMMON COURSE STRUCTURE & SYLLABI

Course Code	Specialization Elective- II	L	T	P	C
21E00304c	Labour Laws and Legislations	4	0	0	4
Semester		III			
Course Objectives:					
<ul style="list-style-type: none"> To explain overview of legal framework, evolution, labour legislations and its relevance to HRM. To educate on various laws in India focusing on employment, working conditions, remunerations, industrial relations and social security. 					
Course Outcomes (CO): Student will be able to					
<ul style="list-style-type: none"> Acquire knowledge on various labour related legislations. Enables to capture the significant elements of laws to run an industry. Investigate and draw valid points on labour related issues in an organisation. Face labour issues in the organizations relating to employment, wages, relations, social security. 					
UNIT – I		Lecture Hrs: 8			
Legal frame work: evolution of labour laws in India – labour legislations – meaning, importance and relevance to HRM					
UNIT – II		Lecture Hrs: 12			
Legislations relating to employment and working conditions: Industrial employment (standing orders) Act, 1946 – Factories Act 1948 - contract labour (Regulation and abolition) Act 1970					
UNIT - III		Lecture Hrs: 12			
Laws relating to remuneration: Payment of wages Act, 1936, Minimum wages Act, 1948 – Payment of Bonus Act, 1965					
UNIT – IV		Lecture Hrs: 12			
Laws relating to industrial Relations : Industrial Disputes Act ,1947 - preventive and settlement machinery – trade unions Act, 1926 – workers participation in management					
UNIT – V		Lecture Hrs: 12			
Laws relating to social security : Work men’s compensation Act, 1923 – ESI Act, 1948 Employees provident fund and miscellaneous provisions Act, 1952 - Maternity benefits Act, - 1961 Payment of gratuity Act, 1972					
Textbooks:					
<ol style="list-style-type: none"> Industrial Relations and labour laws - Tripathi. P.C- Sultan chand and sons Mercantile law – N.D. Kapoor - Sultan chand and sons 					
Reference Books:					
<ul style="list-style-type: none"> Industrial Relations and labour laws - Sri Vastva – vikas publishers Industrial Relations and laws in India – Agarwal LL Industrial Relations and labour laws - Sinha & sinha, Oxford IBH Legal aspects of business – Pillai.RSN& Bhagavathi (2011), Sultan chand and sons Industrial Law- P.L.Malik, eastern book company 					
Online Learning Resources:					
https://www.instamojo.com/SudhirSachdeva/labour-laws https://www.bing.com/search?q=labour+laws+and+legislations+lecture+videos&q=n&form=QBRE&sp=-1&pq=labour+laws+and+legislations+lecture+videos&sc=1-43&sk=&cvid=F7903542C77744E1AE821FBDE885A330&ghsh=0&ghacc=0# https://www.bing.com/search?q=labour+laws+and+legislations+lecture+videos&q=n&form=QBRE&sp=-1&pq=labour+laws+and+legislations+lecture+videos&sc=1-43&sk=&cvid=F7903542C77744E1AE821FBDE885A330&ghsh=0&ghacc=0#:~:text=https%3A//www.toppr.com/guides/legal%2Daptitude/labour%2Dlaws/labour%2Dlaws					