OPJS UNIVERSITY, CHURU (RAJ.)

SYLLABUS

OF

ONE YEAR P.G. DIPLOMA COURSE
IN
LABOUR LAW, LABOUR WELFARE
&
PERSONNEL MANAGEMENT
(PGDLL)

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LWPM-101-Paper I- Industrial Relations and The Law

- Industrial Relations - Genesis. concept and Emerging patterns.
- Parties to Industrial Relations- Trade Union, Management and the State and their interactions.
- Trade Unions-Concept, Growth and Structure with special reference to India, U.K., U.S.A. and Russia.
- Position of Trade Unions in India- Multiplicity of Trade Unions, Recognition of Trade Union movements, Central Trade Union Organisations, Role and functions, Role of Trade Union in Modern Industrial Society of India. Trade Union Rivalry and Unfair Labour practices.
- Workers Participation in Management - Indian and Foreign Experience.
- Industrial Relation- Legislative and Judicial, Foreign experience.
  (a) The Indian Trade Union Act, 1926.
  (b) The Industrial Disputes Act, 1948.
  (c) The Industrial Employment (Standing orders) Act, 1946

Leading Cases:
(1) Jay Engineering Work Ltd. Vs State of West Bengal A.I.R.1968 Cal 406
(4) R.A. Sharma & Other vs Union of India. 1985 II L.L.T. 187 (S.C.)

Suggested Readings:
1. V.V. Giri : Labour Problems in Indian Industry.
2. S.N. Dhyani : Trade Unions and Right to Strike.
3. O.P. Malhotra : Law of Industrial Disputes - Vol. 1
4. G. Srivastava : Collective Bargaining vs Labourmanagements Relations in India.
7. S.N. Dhyani : Crisis in Indian Industrial Relations.
9. The Industrial Trade Unions Act, 1926.

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LWPM-102-Paper II- Labour Welfare Legislations and Industrial Sociology


Legislations :
(a) The Factories Act, 1948.
(b) The Mines Act, 1952
(c) The Employment of Children Act, 1938
(d) The Contract Labour (Regulation and Abolition) Act, 1970
(e) Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

Leading Cases :
(2) Labour working in Salal Hydel project vs State of J.K. A.I.R. 1983 S.C. 177

Suggested Readings:
5. S.N. Mishra : An Introduction to Labour and Industrial Laws.
10. Equal Remueration Act, 1976
LWPM-103-Paper III- Wages and Social Security Legislation

- Genesis of Wage Regulation.
- Concepts of Minimum, Fair, Living and Needbased minimum wages:
  Methods of wage fixation, wages Differentials, working of wage Boards.
  Standardization of wages.
- Factors in wage Determination, Dearness Allowance and Frings Benefits, National Wage Policy- protection of wages.
- Development of the concept of Bonus, issue and perspectives, concepts of profit-sharing.
- Meaning adn Concept of Gratuity and Provident Fund.

Legislation:
(a) Minimum Wages Act, 1948
(b) Payment of Wages Act, 1936
(c) Payment of Bonus Act, 1956
(d) Equal Remuneration Act, 1976
(e) Workmen Compensation Act, 1923.
(f) Employees State Insurance Act, 1948
(g) Employees State Insurance Act, 1953
(i) Payment of Gratuity Act, 1972.

Leading Cases:
(1) Express Newspaper Ltd. & Others vs Union of India & Other A.I.R. 1985. S.c. 578.
(3) Air India vs Nargesh Meerza A.I.R. 1981 S.C. 1830

Suggested Readings:
1. K.N. Subramniam : Wages in India.
2. S.B.L. Nigam : State Regulation of Minimum Wages.
3. V.V. Giri : Labour Problems in Indian Industry.
5. G.L. Kothari : Wages, dearness Allowance and Bonus.
6. The Workmen Compensation Act, 1923
7. The Payment of Wages Act, 1936
8. The Minimum wages Act, 1948
10. The E.P.F. Act, 1952
11. The Maternity Benefit Act, 1961

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LWPM-104-Paper IV- Personnel Management and Industrial Psychology.

I- Personnel Management

- Concept of Personnel Management and Personnel policies.
- Man Power planning, Recruitment, selection and Training, Induction, Job placement including Worker’s Education.
- Job Analysis and Evaluation and Performance Appraisal.
- Management of discipline, Domestic Enquiry and Grievance Procedure.
- Role and functions of Personnel Manager.
- Scientific and Technical Advance Vis-a-Vis Personnel Management.

II- Industrial Psychology

- Motivation and Moral, Leadership Styles & Dynamics.
- Psychology of Attitudes. Hawthorne Experiment and their relevance in India.
- Individual Behaviour in formal Groups. Interpersonal and Inter-group relationship in organization and their Impact on Organization.

Leading Cases:
(2) State of Orissa vs Ram Prashad. 1985 II L.L.J. 204 (S.C.)
(3) N.M. Rubber Co. Ltd. Madras vs I.S. Natrajan, 1985. II L.L.J. 364 (Madras H.C.)

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LWPM-105-Paper V- Labour Jurisprudence and the I.L.O.
- Concept and Growth of Labour Jurisprudence.
- Concept of Social Justice, Natural Justice and the Labour.
- Labour and Judicial Process and Public Interest legislation.
  - I.L.O.- Conventions and Recommendations and Problems in their Rectification.
  - I.L.O. & Regional Conferences.
  - International Labour Standards and Labour Legislations in India.
  - I.L.O. Problems and Prospects.
  - I.L.O. and Human Rights in Indian Perspective.

**Leadings Cases:**
2. People Union for Democratic Rights & Others vs Union of India, 1982 II L.L.J. 454 (S.C.)

**Suggested Reading.**
2. G.A. Johnston: The I.L.O.
6. Govt. of India: Tripartite Consultations.

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- Labour Force in Organized and Unorganized Sector- Sources, Composition, Characteristics etc.
- Employment Guarantee Scheme.
- Unorganized Labour- Magnitude, Problems and Public policy on Unorganized
Labour. Integrated Rural Development programmes and Labour.
Labour in Five-Year Plans - A Brief study.
Industrial Policy Resolutions and Development in private and public Sector.
Industrial development - Heavy, Large, Small-Scale. Cottage Industries, Location, Finance, Planning and Problems.

**Labour Statistics:**
(a) Meaning Objects and Structure.
(b) Growth of Labour Statistics in India.
(c) The Indian Labour Statistic Act, 1953.
(d) Labour Statistics relating to Disputes, Wages, Strikes, Lackouts, Man days, Labour Safety, Health and Welfare, Cost of Living etc.

**Suggested Reading.**
2. Rudra Dutt & Sundradum: Indian Economy.
4. D.P. Sharma and Desai: The Rural Economy of India.

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