

OPJS UNIVERSITY, CHURU (RAJ.)



SYLLABUS

OF

ONE YEAR P.G. DIPLOMA COURSE

IN

LABOUR LAW, LABOUR WELFARE

&

PERSONNEL MANAGEMENT

(PGDLL)

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OPJS UNIVERSITY,CHURU

ONE YEAR P.G. DIPLOMA COURSE IN LABOUR LAW, LABOUR WELFARE AND PERSONNEL MANAGEMENT SESSION: 2013-14

-: SCHEME OF STUDIES :-

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.
- Collective Bargaining in India-Meaning Nature and the scope.
- 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
- (2) Rohtas Industrial vs Its Union A.I.R. 1997 .S.C. 425
- (3) L.I.C. of India vs D.T. Bahadur 1981 I.L.L. J.I. (S.C.)
- (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.
5. C.P. Thakur : Industrial Democarcy-Some Issues and Experiences.
6. S.N. Mishra : An Introduction of Labour adn Industrial Law.

7. S.N. Dhyani : Crisis in Indian Industrial Relations.
8. I.L.O. : Conciliation and Arbitration in Industrial Disputes.
9. The Industrial Trade Unions Act, 1926.
10. Industrial Employment (Standing Orders) Act. 1946.

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

Concept, Philosophy and Theories of Labour Welfare,
Role of Labour Welfare Officers, Role of Trade Unions, employers and the State in Labour Welfare, Labour Welfare And Environment Pollution.
Labour Welfare In India- Legislative And Judicial Perspectives.
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 :

- (1) V.P. Goplal Rao. vs Public Prosecutor A.P.A. I.R. 1970 S.C. 66.
- (2) Labour working in Salal Hydrel project vs State of J.K. A.I.R. 1983 S.C. 177
- (3) Rural Lititgation and Entitilement Kendra Dehadun vs State of U.P. A.I.R. 1985. S.C. 652.
- (4) Mukesh Advani vs State of M.. 1985 vol XVIII A.I.R. S.R. 309.

Suggested Readings:

1. K.N. Vaid : Labour Welfare in India.
2. M.V. Moorty : Principles of Labour Welfare.
3. B. Kuppuswami : Social Changes in India.
4. S.C. Kuchhal : Industrial Economy of India.
5. S.N. Mishra : An Introduction to Labour and Industrial Laws.
6. The Indian Mines Act, 1952.
7. Employment of Children Act, 1938.
8. Contract Labour (Regulation & Abolition) Act, 1970.
9. Bonded Labour (Abolition) Act, 1976.
10. Equal Remueration Act, 1976
11. The Indian Factories Act, 1948.

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 Ploicy- protection of wages.
- Development of the concept of Bonus, issue and perspectives, concepts of profit-
staring.
- Meaning of social Security, social-Assistance and
social Insurance. Social Security and Social
Justice and main characteristics of Social SecuritySystem.
- 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
- (h) Maternity Benefit Act, 1961.
- (i) Payment of Gratuituy Act, 1972.

Leading Cases:

- (1) Express Newspaper Ltd. & Others vs Union of India & Other A.I.R. 1985. S.c. 578.
- (2) Royal Talkies Hderbad vs E.S.I. Corporation F.J.R. 1978 S.C. 19.
- (3) Air India vs Nargesh Meerza A.I.R. 1981 S.C. 1830
- (4) D.S. Nakara vs Union of India A.I.R. 1983 S.C. 130.

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.
- 4. S.N. Mishra : An Introduction to Labour and Industrial Laws.
- 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
9. The E.S.I. Act, 1948.
10. The E.P.F. Act, 1952
11. The Maternity Benefit Act, 1961
12. The Payment of Bonus Act, 1965.
13. The Payment of Gratuity Act, 1972.

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

- Industrial Psychology- Nature, Scope and Functions.
- 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 :

- (1) Monogram Mills Ltd. vs State of Gujarat 1976 ILL.L.J. 174. (S.C.)
- (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.)
- (4) Union of India vs Tulsi Ram Patel A.I.R. 1958 S.C. 1416.

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.
- Constitution of India, 1950 and the Labour.
- Labour and Judicial Process and Public Interest legislation.
- partism : Voluntarism in Labour Relations and Code of Discipline in Industry.
- I.L.O. - Genesis, Aims , Objectives and Constitution.
- I.L.O.- Conventions and Recommendations : Procedure to ractify.
- I.L.O.- Conventions adn Recommendations and Problems in their Rectification.
- I.L.O. & Regional Confrences.
- International Labour Standards and Labour Legislations in India.
- I.L.O. Problems and Prospects.
- I.L.O. and Human Rights in Indian Persepective.

Leadings Cases :

- (1) Bandhua Mukti Morcha : Union of India A.I.R. 1984 S.C. 802
- (2) People Union for Democratic Rights & Others vs Union of India, 1982 II L.L.J. 454 (S.C.)
- (3) National Textiles Workers Union vs Ram Krishna A.I.R. 1983 S.C. 759.
- (4) Excel Wear vs Union of India 1978, L.C.J. 527 (S.C.)

Suggested Reading.

1. S.N. Dhyani : I.L.O.and India : In pursuit of social Justice.
2. G.A. Johston : The I.L.O.
3. S.K. Agrawal : K.N. Mushi Lectureers on Public Interest Legislation in India.
4. G.K. Johri : Indian Tripartite system.
5. S.R. Samant : Industrial Jurisprudence.
6. Govt. of India : Tripartite Consultations.
7. R.G. Chartuvedi : Natural and Social Justice.
8. Mahesh Chandra : Industrial Jurisprudence.
9. N. Vaidyanathan : International Labour Standards.

LWPM-106-Paper VI- Labour economics, Labour Statistics & Organized & un-organized Labour

- Labour Froce in Organized and Unorganized Sector-
Sources, Composition, Characteristics etc.
- Employment, Un-employment and Under-employment-Conceptual and
Development Aspects.
- 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 Statistics Act, 1953.
- (d) Labour Statistics relating to Disputes, Wages,
Strikes, Lockouts, Man days, Labour Safety, Health
and Welfare, Cost of Living etc.

Suggested Reading.

1. A.N. Agrawala: Indian Economy- Problems of Development & Planning.
2. Rudra Dutt & Sundradum : Indian Economy.
3. S.C. Kuchhal : The Industrial Economy of India.
4. D.P. Sharma and Desai : The Rural Economy of India.
5. A.R. Desai : The Rural Sociology of India.
6. R. Mukerjee : Labour Planning.
7. B.N. Datar : Labour Economics.
8. J.N. Mongia : Readings in Indian Labour.
9. J.L. Dholakai : Industrial Labour and Economics Development in India.
