

MBA: Semester-IV
Paper MGTM-404H: LABOUR LAW

Duration: 3Hrs.**Marks: 100****Credits: 4****Objective**

Understanding of the legal framework is important for the efficient decision-making relating to management and employees relations. The course aims to provide an understanding, application and interpretation of the various labour laws and their implications for industrial relations and labour issues.

Curriculum**Unit I:**

- Definition and meaning of Labour,
- Need, Importance and scope of labour laws in India.
- New development in the labour laws in india.
- A glance of International Lanour Laws.

Unit II: Labour Legislations in a Changing Context

- The Factories Act, 1948
- The Shop and Establishments Act, 1953
- The Contract Labour (Regulation and Abolition) Act, 1970

Unit III: Social-Security Legislations

- The Employees' State Insurance Act, 1948
- Maternity Benefit Act, 1961
- The Workmen's Compensation Act, 1923
- The Payment of Gratuity Act, 1972
- Employees' provident Funds and Miscellaneous Provisions Act, 1952

Unit IV: Wage Legislations

- The History of Wage legislations
- The Payment of Wages Act, 1936
- The Minimum Wages Act, 1948
- The Payment of Bonus Act, 1965

Unit V: Other Significant Legislations

- Recent development in labour laws in India
- Conpemporary Issues regarding labour in india

Recommended Book

- P. N. Singh, Neeraj Kumar, Employee Relations Management, Pearson.
- P.L. Malik, Handbook of Labour and Industrial Law, 5e, Eastern Book Company.

Reference Books

- H.K. Saharay, . Industrial and Labour laws of India, Universal Law Publishing.
- S. P. Jain, Industrial & labour laws.
- Arun Monappa, Industrial Relations, Tata Mc Graw Hill.

MBA: Semester-IV**Paper MGMTM-405H: INDUSTRIAL RELATIONS****Duration: 3Hrs.****Marks: 100****Credits: 4****Objective**

Industrial relations constitute one of the most delicate and complex problems of the modern industrial society. This paper has been made keeping in mind all kind of Industrial relation problems and how to handle them effectively. The objective of this paper is to develop a conceptual and practical framework of Industrial relations i.e. Relationship between employee and management.

Curriculum**Unit I**

Industrial Relations- Concept and scope, Stake holders; Approaches to Industrial Relations; Labor Market, Demand and Supply of Labor, Nature and composition of Indian labor, Employment and Unemployment Scenarios.

Unit II

History: Evolution of Industrial Relations UK), Emergence of Industrial relations/ Trade Union movement in India, Government initiatives, Industrial relations machineries, ILO and its impact on Indian IR scenarios.

Unit III

Industrial Disputes resolutions: Sources – Wages, service conditions and discipline, Concept of wages, Wage theories, wage differentials, Regulations for protection of wages, service conditions and Work discipline. Law of natural justice and domestic enquiries; Workers participation in Management, Works committees, Joint Councils.

Unit IV

Industrial Conflict: Negotiation, Mediation/ Conciliation, Arbitration, Adjudication- Labor court, Industrial Tribunal, National Tribunal; Special reference to Pay Commissions.

Unit V

Trends: Globalization and its impact on Industrial Relations, Employee Engagement practices, current trends in Industrial Relations in India, Industrial Relations bill- ifs and buts, Ethics, governance and Industrial Relations.

Recommended Book

- P. N. Singh, Neeraj Kumar, Employee Relations Management, Pearson.
- Personnel Management and Industrial Relations, P.C. Tripathi, Sultan chand and sons.

Reference Books

- Arun Monappa, Industrial Relations, Tata Mc Graw Hill.
- Michael V P, HRM and Human Relations, Himalaya publications.
- Mamoria and Mamoria, Dynamics of Industrial Relations in India, Himalaya publications.

MBA: Semester-IV

Paper MGTM-406H: PERFORMANCE MANAGEMENT

Duration: 3Hrs.

Marks: 100

Credits: 4

Objective

To acquaint the student to develop an understanding of the performance management of employees and its implications. Study of performance management that aid in motivation, employee development and productivity improvement to meet organization goals.

Curriculum

Unit I

Introduction to Performance Management, Definition, nature, scope, importance, Business and sub functional Performance Management, Performance Management as a management Tool, Performance objectives and standards, Standards of Performance. Performance Domains and dimensions.

Unit II

Performance Planning Process, Contents of Performance Plan, 8 Step Model, Individual and Group Performance Planning, Role clarity and Job description.

Meaning of Performance appraisal, methods and approaches to performance appraisal, Obstacles in appraisal, Designing appraisal for better results, Performance Appraisal Interview, Potential Appraisal.

Unit III

Introduction, Definition, Purpose and Role of appraisal in Performance Management, Methods and Steps in Performance Appraisal. Why Appraisal Fail, Types of Appraisal, Approaches and Design, MBO, 360*, Potential Appraisal, Performance Review, Performance counseling/ Mentoring. Team Performance Appraisal.

Unit IV

Introduction to PMS, Importance, Features, Process of Building PMS, PMS Dimensions, Conceptual Framework. 4 pillars of PMS, PMS Prism, Strategic Performance Management, Performance and Strategy linkage, Components of SPM, SPM- Balanced Score Card, SPM and Metrix, SPM Environment teatre and Risks.

Unit V

Competency Based Performance Management System, Performance Measurement, Performance Measurement through BSC, Performance and Succession Plan/ Career Development, International Performance Management, Performance Audit, Human Resource Valuation accounting and Audit.

Recommended Book:

- D. K. Bhattacharya, Performance Management Systems and Strategies- Text book, Pearson.

Reference Books:

- Aquinis, Performance Management, Pearson.
- Chadha, Performance Management, Macmillan.

- Armstrong, Michael, Baron, Jaico, Performance Management.
- Cardy, Performance Management, PHI.
- Kohli, Deb, Performance Management, Oxford.
- D Sharma, Performance Management, HPH.
- R.K. Sahu, Performance Management System, EB.
- TV Rao, Performance Management and Appraisal, Sage.