

FACULTY OF LAW

**Labour Welfare and
Personnal Management**
(w.e.f. 2018-19)

**संस्करण
2019**

**मूल्य :
20/-**

**ONE YEAR DIPLOMA COURSE IN LABOUR LAW
LABOUR WELFARE AND PERSONAL MANAGEMENT**

Scheme of Examination

R. 21 B - For the diploma course in Labour Law, Labour welfare and personnel Management, candidates must obtain for a pass at least 40% marks in individual papers and 48% in the total aggregate of the successful candidates. Those securing 60% or more marks in the aggregate shall be placed in the First Division and rest in the Second Division Each paper shall be of three hours duration and carry 100 marks.

SYLLABUS

Paper - I- Industrial Relations and the Law
Paper II- Labour Welfare in India-Legislative and Judicial Perspectives
PAPER III- Weges and Social Security Legislation
PAPER IV: Personnel Management and Industrial Psychology
PAPER V- labour jurisprudence and the I. L. O.
PAPER VI- Labour Economics, Labour Statistics, Organised and Un-Organized Labour Organisations

SYLLABUS

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 references to India, UK, U.S.A. & U.S.S.R.
Position of Trade Union in India - Multiplicity of Trade Unions, Recognition of Trade Unions. Recognition of Trade Union, 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 Workers participation in Management - Indian and foreign experience.
Industrial Relations -- Legislative and Judicial Perspectives.
The Indian Trade Union Act, 1926
Industrial disputes Act 1948.
Industrial Employment (Standing order) Act 1946.

Leading Case :

- (1) R. S. Ruikar v. Emperor A. I. R. 1935 Nag 149.
- (2) Jay Engineering Work Ltd., v. State of West Bengal A.I.R. 1968 Cal. 406.
- (3) Rohtas Industries v. Its Union A. I. R. 1967 S. C. 425.
- (4) L. I. C. of India v. D. T. Bahadur 1981 I.L.L.J. I (S. C.)
- (5) Balmer lawrie Workers Union Bombay v. Balmer Lawrie & Co. Ltd.
- (6) R.A. Sharma & other v. Union of India 1985 I.L.L.J. 187 (S.C.)

N. B. - The Students will be imparted teaching of latest case law of the supreme Court and various High Courts along with the Legislative changes and amendments from time to time.

Book Recommended:

1. Laski, H. : Trade Union in the New Society.
2. Myres, C.: Industrial Relations in India
3. Apsley V. Whitmore: Industrial Relation, Hand Book.
4. John. T. Dulop : Industrial Relations System
5. J. Henry Richardson: An introduction of the study of industrial relations.
6. V.V. GJRI: Labour Problem in Indian Industry.
7. S. N. Dhyani: Trade Unions and Right to Study.

NOTICE

1. Change in Statutes/Ordinances/Rules/Regulations Syllabus and Books may, from time to time, be made by amendment or remaking, and a candidate shall, except in so far as the University determines otherwise comply with any change that applies to years he has not completed at the time of change. **The decision taken by the Academic Council shall be final.**

सूचना

1. समय-समय पर संशोधन या पुनः निर्माण कर परिणियमों/अध्यादेशों/नियमों / विनियमों / पाठ्यक्रमों व पुस्तकों में परिवर्तन किया जा सकता है, तथा किसी भी परिवर्तन को छात्र को मानना होगा बशर्ते कि विश्वविद्यालय ने अन्यथा प्रकार से उनको छूट न दी हो और छात्र ने उस परिवर्तन के पूर्व वर्ष पाठ्यक्रम को पूरा न किया हो। विद्या परिषद द्वारा लिये गये निर्णय अन्तिम होंगे।

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8. O. P. Malhotra: Law of Industrial disputes - Vol. I.
9. Report of National Commission on Labour.
10. A. V. Raman Rao ; Collective Bargaining v. Civil Regulation.
11. G. L. Srivastava ; Collective Bargaining V. Labour Management Relations in India.
12. C. P. Thakur: Industrial Democracy - Same Issue and Experience
13. Mamoria & Mamoria: Industrial Labour, Social Security and Industrial Peace in India.
14. S. N. Mishra : an Introduction of Labour and Industrial Law.
15. The Indian Labour Year Book.
16. S. N. Dhyani; Crisis in Indian Industrial Relations.
17. ILO ; Conciliation and arbitration in Industrial Disputes.
18. ILO: Freedom of associations USA, UK, USSR.
19. The Indian Trade Union Act, 1926.
20. The Industrial Disputes Act, 1947.
21. Industrial employment (Standing Orders) Act, 1946.

PAPER II- LABOUR WELFARE IN INDIA-LEGISLATIVE AND JUDICIAL PERSPECTIVES

Labour welfare legislation and industrial. Sociology and labour welfare: concept and philosophy of labour welfare. Theories of labour welfare roll of labour welfare offices, role of trade unions, employers and the state in labour welfare. labour welfare and environment pollution.

- (a) The Factories Act, 1948.
 - (b) The Mines Act, 1952.
 - (c) Employment of Children Act, 1938.
 - (d) Contract Labour (Regulation and Abolition) 1970,
 - (e) Bonded Labour (Abolition), Act, 1976.
 - (f) Inter- State Migrant workmen (Regulation of Employment and Condition of Service) Act, 1979.
- Industrial Sociology Meaning, Scope and Development, Industrialism and Social Change and Social Problems of Industrial Relations.
- Leading Cases:**
- Alembic Chemical works v. Its workman, A. I. R. 1961 S. C. 647.
- V.P. Gopala Rao. v. Public Prosecutor A. P. A. I. R. 1970 S. C. 66.
- Labour working in Salal Hydel Project v. State of J.K. A. I. R. 1983 S.C. 177.
- Rural Litigation and Entitlement Kendra Dehradun v. State of U. P. A. I. R. 1985 S. C. 652
- Workmen of F.C. I. v. EC. I. A. I. R. 1985 S. C. 670.
- Mukesh Advani v. State of M. P. 1985 Vol. XVIII A. I. S. R. 309.

Books Recommended:

1. K. N. Vaid : Labour Welfare in India.
2. M.V. Moorthy ; Principles of Labour Welfare
3. Government of India :Report of the committee on labour welfare, 1970
4. Govt. of India: Report of National Commission on Labour.
5. The Indian factories Act, 1948.

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 Remuneration Act. 1976.
11. Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
12. Miller and From : Industrial Sociology .
13. Eugene V. Schaeider: Industrial Sociology.
14. B. Kuppaswami: Social Change in India
15. S. C. Kuchhal: Industrial Economy of India.
16. Mamoria and Mamoria: Industrial Labour, social Security and Industrial Peace in India
17. S. N. Mishra: An Introduction to Labour and Industrial Laws.
18. The Indian Labour Year Book.

PAPER III-WAGES AND SOCIAL SECURITY LEGISLATION

1. Genesis of West Regulation.
2. Concepts of Minimum Fair. Living and Need based Minimum
3. Wages: Methods of Wage fixation, Wages Differentials
4. Working of Wage Boards. Standardization of Wages.
5. Factors in Wage Determination, Dearness Allowance and Fringe
6. Benefits, National Wage Policy: Protection of Wages
7. Development of the concept of Bonus, issues and perspectives
8. Concept of Profit-Sharing
9. Meaning of special Security, Social Assistant Social Security and Social Justice and main Characteristics of Social Security system
10. Meaning and concept of Gratuity and Provident Fund

Suggested Reading

- (a) Minimum Wages Act, 1948
- (b) Payment of Wages Act, 1936.
- (c) Payment of Bonus Act, 1965
- (d) Equal Remuneration Act, 1976
- (e) Workmen Compensation Act, 1923
- (f) Employees State Insurance Act, 1943
- (g) Employees Provident Fund Act, 1952
- (h) Maternity Benefit Act, 1961.
- (i) Payment of Gratuity Act, 1972.

Leading Cases:

- (1) Express Newspaper Ltd. & others v. Union of India & others. A. I. R. 1958 S. C. 578.
- (2) B. E. S. T. Undertaking Bombay v. Mrs. Agens. A.I. R. 1964 S. C. 193.
- (3) Royal Talkies Hyderabad v. E.S.I. Corporation. F. J.R. 1978 S. C. 19.
- (4) Air India v. Nargesh Meerza A. I.R. 1981 S. C. 1830'
- (5) D. S. Nakara v. Union of India. A. I.R. 1983 S.C. 130.

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(6) Sava Mills Ltd. v. Regional P. F. Commissioner. 1985 I.L.L.J. 238(S.C.)

Books Recommended:

1. I. L. O. : Approaches to Social Security.
2. G.C. Hallen : Dynamics of Social Security in India
3. K. N. Subramaniam : Wages in India.
4. S. B. L. Nigam : State Regulation of Minimum Wages.
5. I.L.O. : An Introduction to Social Security.
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. Maternity Benefit Act. 1961.
12. Payment of Bonus Act. 1965.
13. Payment of Gratuity Act. 1972.
14. Govt. of India : Report of National Commission on Labour.
15. V. V. Giri: Labour Problems in Indian Industry.
16. Mamoria and Mamoria : Industrial Labour, Social Security and Industrial Peace in India.
17. S.N. Mishra : An Introduction to Labour and Industrial Laws.
18. The Indian Labour Year Books.
19. G. L. Kothari: Wages Dearness Allowance and Bonus.

PAPER IV: PERSONNEL MANAGEMENT AND INDUSTRIAL PSYCHOLOGY

Part I - Personnel Management

- Concept of Personnel Management and Personnel Policies
- Man power Planning, Recruitment, Selection and Training. Induction
- Job Placement including Worker's Education as envisaged by the Central Board of 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 Advances Vis-à-vis Personnel Management

PART II - Industrial Psychology

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

Leading Cases :-

- (1) North Brook Jute Co. Ltd. v. Their Workman A. I. R. 1960
 - (2) Monogram Mills Ltd. v. State of Gujarat 1976 II, L.L.J. 274 (S.C.)
 - (3) Workman of Williamson Magor & Co. Ltd. v. Williamson Magor & Co. Ltd. 1982 I.L.L.J. 83 (S.C.)
 - (4) State of Orissa v. Ram Prashad. 1985 II L. L. J. 204 (S. C.)
 - (5) N. M. Rubber Co. Ltd., Madras v. I.S. Natrajan. 1985 II L.L.J. 364 (Madras H.C.)
 - (6) Union of India v. Tulsi Ram Patel A. I. R. 1985 S. C. 1416.
- N. B. — 1. The question paper shall be divided into two parts i.e. Part I and II. The paper shall contain eight questions from part I and two questions from part II. The Students shall be required to attempt at least one question from part II
2. The Students will be imparted teaching of latest case-Laws of the Supreme Court of India and various high Court along with the Legislative changes and amendments from time to time.

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Books Recommended:

1. Normen R. F. Moor : Industrial Psychology
 2. P. K. Ghosh : Industrial Psychology
 3. R. D. Agrawal : Dynamics of Personnel Management in India.
 4. R. S. Davar : Personnel Management and Industrial Relations in India
 5. C. B. Mamoria : Personnel Management
 6. Edwin B. Flippo . Principles of Personnel Management
 7. Govt. of India : National Commission on Labour.
 8. Govt. of India : Report of Ministry of Labour Vol. II
 9. D. Yoder . Personnel Management and Industrial Relation.
- ### 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.
Tripartism : Voluntarism in Labour Relations and Code of Discipline in Industry.
I. L.O. -- Genesis, Aims and Objectives, Constitutions.
I.L.O.— Conventions and Recommendations: Procedure for Ratifying ILO 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 India Perspectives.
- ### Leading Cases:—
- (1) Som Prakash v. Union of India A.I.R. 1981 S. C. 212
 - (2) Bandhua Mukti Morcha : Union of India A. I. R. 1984 S. C. 802
 - (3) People's Union for Democratic Rights & Others v. Union of India 1982 II L.L. J. 454 (S. (4) National Textile Workers Union v. Ram Krishana A.I.R. 1983 S.C. 759
 - (5) Excel Wear V. Union of India 1978 L. C. J. 527 (S.C)
 - (6) The Delhi Cloth & general Mills Ltd. V. Sambhuanath Mukerjee.-1985 I.L.L.J.36(S. C.)
- I.L.O. : International Labour Codes Vol. I & II
 - S.N.Dixyani : I. L. O. and India: In Pursuit of Social Justice
 - G.A. Johnston : The I. L. O
 - David Mitrler : Social Justice
 - Kamal Mathur and N R Seth : Tripartitism in Labour Policy
 - Indian Labour Year Book
 - S.K. Agrawal : K.M.Munshi Lectures on Public Interest Legislation in India.
 - Govt. of India : Report of National Commission on Labour.
 - C.K. Johari : Indian Tripartite System.
 - S. R. Samant : Indian Jurisprudence
 - Indian Constitution : Relevant Portions
 - Govt. of India : Tripartite Consultations
 - R. G. Chaturvedi : Natural and Social Justice
 - Mahesh Chandra : Indian Jurisprudence
 - Ridcut : Principles of Labour Law
 - N. Vaidyanatlum : International Labour Standards

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PAPER VI -LABOUR ECONOMICS, LABOUR STATISTICS AND ORGANISED AND UN-ORGANIZED LABOUR ORGANISATIONS

Labour Force in Organised and Unorganized Sectors-Sources-Composition, Characteristics, etc.

Employment, Un-employment and Under-employment-conceptual and Developmental Aspects.

Labour Turn over and Absenteeism

Unemployment Guarantee Scheme

Unorganised 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) 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.

Books Recommended:

1. A.N. Agrawala : Indian Economy-Problems of Development and Planning.
2. Rudra Dutt and K.P.S. Sundradum : Indian Economy
3. S. C. Kuchhal : The Industrial Economy
4. D. P. Sharma and Desai : The Rural Economy of India
5. A.R. Desai : The Rural Sociology of India
6. L.G. Reynolds : Labour Economics
7. R. Mukerjee : Labour Planning
8. B.N. Datar : Labour Economics
9. J.N. Mongia : Readings in Indian Labour.
10. Govt. of India : Report on National Commission on Labour.
11. J.L. Dholakia : Industrial Labour and Economic Development in India.
12. Indian Labour Year Books
13. D. N. Elhance : Economic Statistics of India since Independence (First Three chapters of Part I and Chapter 15 of Part IV) or Relevant Portion.
14. B.N. Asthana and S.S. Srivastava : Applied Statistics of India (Chapter 5 and 6) or Relevant Portion
15. Mamoria & Mamoria : Industrial Labour, Social Security and Industrial Peace in India.
16. I. L. O. : Structure and Functions of Rural Worker's Organisation.