

***Syllabus and Course Scheme***  
***Academic year 2018-19***



**ONE YEAR P.G. DIPLOMA COURSE IN LABOUR LAW, LABOUR  
WELFARE AND PERSONNEL MANAGEMENT**

**UNIVERSITY OF KOTA  
MBS MARG, SWAMI VIVEKANAND NAGAR,  
KOTA - 324 005, RAJASTHAN, INDIA  
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# ONE YEAR P.G. DIPLOMA COURSE IN LABOUR LAW, LABOUR WELFARE AND PERSONNEL 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 Paper and 48% marks in the total aggregate. Those securing 60% or more marks in the aggregate shall be placed in first division and rest in second division. Each paper shall be of three hours duration and carry 100 marks.

## **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) R.S. Ruikar vs Emperor A.I.R. 1935 Nag. 149
- (2) Jay Engineering Work Ltd. Vs State of West Bengal A.I.R.1968 Cal 406
- (3) Rohtas Industrial vs Its Union A.I.R. 1997 .S.C. 425
- (4) L.I.C. of India vs D.T. Bahadur 1981 I.L.L. J.I. (S.C.)
- (5) Balmer Lawrie Worker Union Bombay vs Balmer Lawrie & Co. Ltd. 1984 I.L.L. J. 314 (S.C.)
- (6) R.A. Sharma & Other vs Union of India. 1985 II L.L.T. 187 (S.C.)

**N.B. :-** Students will be imparted teaching of latest Case Law of the Supreme Court and various High Courts alongwith the legislative changes and amendments from time to time.

***Books Recommended :***

1. Laski H. : Trade Union in the New Society.
2. Myres C. : Industrial Relations in india.
3. Apslev VS Whitmore : Industrial Relations, Hand Book.
4. John T. Dulop : Industrial Relations System.
5. J. Henry Richardson : An Introduction to the Study of Industrial Relations.
6. V.V. Giri : Labour Problems in Indian Industry.
7. S.N. Dhyani : Trade Unions and Right to Strike.
8. O.P. Malhotra : Law of Industrial Disputes - Vol. 1
9. Report of National Commission on labour.
10. A.V. Raman Rao : Collective Bargaining vs Govt. Regulation.
11. G. Srivastava : Collective Bargaining vs Labour managements Relations in India.
12. C.P. Thakur : Industrial Democarcy-Some Issues and Experiences.
13. Mamoria & Mamoria : Industrial Labour dna Industrial Peace in India.
14. S.N. Mishra : An Introduction of Labour adn Industrial Law.
15. The Indian Labour Year Book.
16. S.N. Dhyani : Crisis in Indian Industrial Relations.
17. I.L.O. : Conciliation and Arbitration in Industrial Disputes.
18. I.L.O. : Feedom of Associations USA, UK, USSR.
19. The Industrial Trade Unions Act, 1926.
20. Industrial Employment (Standing Orders) Act. 1946.

**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 :**

- (a) Alembic Chemical Works vs Its workman, A.I.R. 1961, S.C. 647  
(b) V.P. Goplal Rao. vs Public Prosecutor A.P.A. I.R. 1970 S.C. 66.  
(c) Labour working in Salal Hydel project vs State of J.K. A.I.R. 1983 S.C. 177  
(d) Rural Litigation and Entitlement Kendra Dehadun vs State of U.P. A.I.R. 1985. S.C. 652.  
(e) Workmen of C.I. v.F.C.A.I.R. 1985 S.C. 670.  
(f) Mukesh Advani vs State of M.. 1985 vol XVIII A.I.R. S.R. 309.

**N.B.** The students will be imparted teaching of latest case - Law of the Supreme court and the High Courts alongwith the Legislative Changes and amendments from the time to time.

**Books recommended :**

1. K.N. Vaid : Labour Welfare in India.
2. M.V. Moorty : Principles of Labour Welfare.
3. Govenment 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, 19480.
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. Inter-state Migrant Workmen (Regulation of Employment and conditions of Service) Act, 1979.
12. Miller and From : Industrial Sociology.
13. Eugene VS Schaeider : Industrial Sociology.
14. B. Kuppuswami : Social Changes in India.
15. S.C. Kuchhal : Industrial Economy of India.
16. Mamoria adn 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**

- 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-sharing.
- Meaning of social Security, social-Assistance and social Insurance. Social Security and Social Justice and main characteristics of Social Security System.
- 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) B.E.S.T. Undertaking Bombay vs Mrs. Agents A.I.R. 1964 S.C. 193.
- (3) Royal Talkies Hderbad vs E.S.I. Corporation F.J.R. 1978 S.C. 19.
- (4) Air India vs Nargesh Meerza A.I.R. 1981 S.C. 1830
- (5) D.S. Nakara vs Union of India A.I.R. 1983 S.C. 130.
- (6) Saya Mills Ltd. vs Regional P.F. commissioner 1985. I.L.L.J. 238 (S.C.)

N.B. : Students will be Regional P.F. imparted teaching of latest case-Law of the supreme Court of India and the various High court Alongwith the Legislative changes and amendments from time to time.

### **Books Recommended :**

- 1. I.L.O. : Approaches to Social Security.
- 2. G.C. Hallen : Dynamics of Social Security in India.
- 3. K.N. Subramniam : Wages in India.
- 4. S.B.L. Nigam : State Regulation of Minimum Wages.

5. I.L.O. : An Introduction
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.
14. Govt. of India : Report of National Commission on Labour.
15. V.V. Giri : Labour Problems in Indian Industry.
16. Mamoria adn 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.**

**N.B. :** The question paper shall be divided into two parts i.e. paper I and II. The paper shall contain eight question from part I and two questions from part II. Students shall be required to attempt atleast one question from part II.

#### **Part I- Personnel Management**

- Concept of Personnel Management and Personnel policies.
- Man Power planning, Recuritment, 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.

#### **Part 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) North Brook Jute Co. Ltd vs Their Workmen A.I.R. 1960.
- (2) Monogram Mills Ltd. vs State of Gujarat 1976 II L.L.J. 174. (S.C.)
- (3) Workmen of williamson magor & co. Ltd. vs Williamson Magor & Co. Ltd. 1982. L.L.J. 83 (S.C.).
- (4) State of Orissa vs Ram Prashad. 1985 II L.L.J. 204 (S.C.)
- (5) N.M. Rubber Co. Ltd. Madras vs I.S. Natrajan, 1985. II L.L.J. 364 (Madras H.C.)
- (6) Union of India vs Tulsi Ram Patel A.I.R. 1958 S.C. 1416.

NN.B. : Students will be imparted teaching of latest cass-Laws of the Supreme Court of India and various High Courts alongwith the Legislative changes and amendments from time to time.

**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 , 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) Som Prakash vs 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 Union for Democratic Rights & Others vs Union of India, 1982 II L.L.J. 454 (S.C.)
- (4) National Textiles Workers Union vs Ram Krishna A.I.R. 1983 S.C. 759.
- (5) Excel Wear vs Union of India 1978, L.C.J. 527 (S.C.)
- (6) The Delhi Cloth & general Mills Ltdd. vs Sambhunath Mukerjee. 1935 I.L.J. 36 (S.C.)

**N.B. :** Students will be imparted teaching of latest case-laws of the Supreme Court of India and Various High Courts alongwith the Legislative changes and Amendments from time to time.

**Suggested Reading.**

1. I.L.O. : International Labour Codes Vol. I & II.
2. S.N. Dhyani : I.L.O.and India : In pursuit of social Justice.
3. G.A. Johnston : The I.L.O.
4. David Miller : Social Justice.
5. Kamal Miller : Social Justice.
6. India Labour Yearbook.
7. S.K. Agrawal : K.N. Mushi Lectureers on Public Interest Legislation in India.
8. Govt. of India : Report of National commission on Labour.
9. G.K. Johri : Indian Tripartite system.
10. S.R. Samant : Industrial Jurisprudence.
11. Indian Constitution : Relevant Portions.
12. Govt. of India : Tripartite Consultations.
13. R.G. Charturvedi : Natural and Social Justice.
14. Mahesh Chandra : Industrial Jurisprudence.
15. Ridoout : Principles of Labour Law.
16. N. Vaidyanathan : International Labour Standards.

**Paper VI- Labour economics, Labour Statistics and Organized and 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.

***Books Recommended :***

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. 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. Government of India : report of National Commission of Labour.
11. J.L. Dholakai : Industrial Labour and Economics Development in India.
12. D.N. Elhance : Economics Statistics of India since Independence (First) Three Chapters of Part I and Chapter 15 of Part IV or Relevant Portion.
13. B.N. Asthana and : applied Statistics of India.
14. S.S. Srivastava : (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 Function of Rural worker's Organisation.