

12. **Case Study2:** <https://www.emeraldinsight.com/doi/full/10.1108/20450621111149805>.

**NOTE:** The list of cases, specific reference and books including recent articles will be announced in the class by concerned teachers from time to time.

<b>MBA II Year</b>	<b>MBA-E313/413</b>		<b>Semester-III/IV</b>		
	<b>Labour Laws</b>				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Semester Examination (ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
<b>3 Hrs.</b>	<b>30 (20+10)</b>	<b>70</b>	<b>100</b>	<b>03</b>	<b>40</b>

**OBJECTIVE:** The purpose of this paper is to acquaint the student with various labour laws.

- Introduction, A brief over view of Fundamental Rights and Directive Principles of State Policy, Factories Act: 1948; **Case Study1:** Automating attendance recording of contingent labours at a large construction site. **(8 hours)**
- Payment of Wages Act 1936, Payment of Bonus Act. 1936. Payment of Gratuity Act 1972. **(8 hours)**
- Trade Unions Act 1926. Industrial Dispute Act 1947, Employment (Standing Orders) Act 1947 and Arbitration Act; **Case Study2:** Maruti Manesar lockout: the flip side of people management. **(8 hours)**
- Workmen's Compensation Act 1923, Employment State Insurance Act 1952, Maternity Benefit Act 1961. **(8 hours)**
- Labour policy and laws :Labour Policy of Government of India, ILO and Indian Labour, Case Law. **(8 hours)**

#### **SUGGESTED READINGS:**

1. Cihon, P. J., & Castagnera, J. O. (2011). *Employment and Labour Law*. South. Western Conage Learning, U.S.A.
2. Servais, J. M. (2011). *International Labour Law*. Kluwer law International. Netherland
3. Blanpain, R., & Baker, J. (2010). *Comparative labour law & Industrial relation in Industrialised Market*. Kluwer law International. Netherland.
4. Hepple, B. (2005). *Labour Law & Global Trade*. Hart Publishing Company,Portland.
5. Davis, A.C.L (2004). *Perspective on labour Law*. Cambridge Press, U.K.
6. Blanpain, R.(2001). *Labour law Human Rights & social Justice*. Kluwer law International,Netherland.
7. **Case Study1:** <https://www.emeraldinsight.com/doi/full/10.1108/20450621211294407>.
8. **Case Study2:** <https://www.emeraldinsight.com/doi/pdfplus/10.1108/EEMCS-02-2014-0042>

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