

JSPH302: Employee Relations and Labour Law

Faculty	Prof. Jahar Bagchi
---------	--------------------

CREDIT – 3

Course workload

Using the table below, indicate the expected student workload for this Course.

Contact Hours	Group Work/ Supervised Learning Hours	Directed Learning Hours	Total Hours
40	10	40	90

Learning Outcomes for the Course

- Understanding the relevant concepts in employee relations and contextual familiarization with the contemporary industrial scenario
- Understanding the vital few labour laws that have implications for the effective functioning of today's professional manager
- Understanding the difference between handling a unionized workforce and other employee categories along with implications
- Understanding the nuances of dealing with disciplinary cases
- Understanding the requirements of statutory compliance in the employer- employee relationship
- Understanding effective collective bargaining and its strategic implications

TOPICS COVERED

- Industrial Relations Theories and Models
- The shift from traditional Industrial Relations to Employee Relations
- Employment contract, Discipline
- Factories Act ,1947 ; Industrial employment (Standing Orders) Act,1946 ;Industrial Disputes Act,1948; Trade Unions Act,1926
- Industrial conflict; industrial disputes ,Grievance handling, Collective bargaining
- Understanding what constitutes wage
- Rationalization of different wage related statutes into a Code
- Statutory compliance & its implications

For additional details, visit : <https://jagsom.edu.in/careertrack/>

Meet our faculty: <https://jagsom.edu.in/faculty-directory/>