

MASTER OF BUSINESS ADMINISTRATION
Lesson Plan & Work-done Diary for AY:2026-27 ODD Semester

Course with Code: Industrial Relations & Legislations MBAHR314				Faculty: Ms. Lakshmi M R		Semester & Section: III Sem		
Class No.	Date planned (DD/MM)	Topics to be covered	TLP Planned	Class No.	Date of Conduction (DD/MM)	Topics Covered	TLP Executed	Remarks if any deviation
MODULE-1								
1	16-09-2026	Introduction to Industrial Relations - Industrial Relations -Overview, Meaning,						
2	17-09-2026	Importance of IR, Approaches to IR.						
3	18-09-2026	Parties to IR, System Model of IR						
4	22-09-2026	Industrial Employees of India, Problems of Industrial Workers on Absenteeism.						
5	23-09-2026	Problems of Industrial Workers on commitment & Work Ethics						
6	24-09-2026	Contemporary Issues in Employee Relations						
7	25-09-2026	Managing IR Changes & Objectives of IR						

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MODULE-2

MODULE-2								
8	29-09-2026	Evolution of Labour Legislation in India – History & Objectives of Labour Legislation						
9	30-09-2026	Types of Labour Legislations in India						
10	01-10-2026	Constitutional Provisions for the Protection of Labour Workforce in India						
11	06-10-2026	Rights of Woman Workers.						
12	07-10-2026	The Present Labour Laws and Codes.						
13	08-10-2026	Concept and steps of Grievance						
14	09-10-2026	Need for a Grievance Redressal procedure						
15	13-10-2026	Legislative aspects of the grievance redressal procedure in India						
16	14-10-2026	Model of Grievance redressal Procedure.						

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MODULE-3

17	15-10-2026	Collective Bargaining - Concept, Meaning, Objectives						
18	16-10-2026	Function and Importance of Collective Bargaining						
19	22-10-2026	Forms & Process of Collective Bargaining						
20	23-10-2026	Negotiation, Form of negotiation Workers						
21	27-10-2026	Disciplinary Action - Service rules.						
22	28-10-2026	Discipline Management, causes of indiscipline						
23	29-10-2026	Misconduct, investigation of allegations, show cause notice						
24	30-10-2026	charge sheet, domestic enquiry, Report of findings						
25	03-11-2026	Punishments to be imposed. Worker's participation In Management.						

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MODULE-4								
26	04-11-2026	Introduction to Employee Relations						
27	05-11-2026	Meaning and significance of employee relation in industry						
28	06-11-2026	Advantages and limitations of maintaining employee relations through unions.						
29	11-11-2026	Legal provisions to maintain employee relation- works committee						
30	17-11-2026	Conciliation – Meaning, Definitions, Features						
31	18-11-2026	Process & Types of Conciliations.						
32	19-11-2026	Board of conciliation - Proceedings						
33	20-11-2026	voluntary arbitration – Concepts, Process, Arbitral Award						
34	24-11-2026	Adjudication – Concepts, Principles, Authorities						

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MODULE-5								
35	25-11-2026	Factories Act 1948 – Introduction, Health, Safety & Welfare						
36	26-11-2026	Factories Act 1948 –Working Hours & Leave Policy, Enforcement						
37	27-11-2026	Factories Act 1948 – Employment of Women, Adolescents & Children						
38	01-12-2026	Contract Labour Act 1970 – Introduction, Regulations, Abolition of Contract Labour Act						
39	02-12-2026	Working Condition & Payment of Contract Labour act						
40	03-12-2026	The Payment of Wages of 1936 – Introduction, Wage Payment, Time of Payment						
41	04-12-2026	Authorized deduction, Record Keeping & Applicability of Wages act						
42	08-12-2026	The Minimum Wages Act 1948 – Introduction, Fixation of Minimum Wages, Scheduled Employment						
43	09-12-2026	Equal Wages, Wage Period, Enforcement & Adjudication of Minimum wages act						

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MODULE-6								
44	10-12-2026	Industrial Dispute Act 1947 – Introduction & Basic Terms						
45	11-12-2026	Trade Union act 1926 – Introduction & Basic Terms						
46	15-12-2026	Employee State Insurance Act 1948 - Introduction & Basic Terms						
47	16-12-2026	Employee Compensation Act 1923- Introduction & Basic Terms						
48	17-12-2026	Maternity Benefit Act 1961 - Introduction & Basic Terms						
49	18-12-2026	Employee provident Fund and Miscellaneous Provisions Act 1952 - Introduction & Basic Terms						
50	22-12-2026	Gratuity Act 1972, Bonus Act 1965 - Introduction & Basic Terms						

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	Activity	Planned	Actual	Remarks
1	Theory Classes	50		
2	Assignments/ Quizzes/ Self-study			
3	Tutorials/ Extra classes			
4	Internal Assessments			
5	ICT based Teaching (% of usage in Curriculum)			
Planning			Execution	
Faculty Signature:			Faculty Signature:	
HOD Signature:			HOD Signature:	