



SACRED HEART COLLEGE (AUTONOMOUS)

Tirupattur – 635 601, Tamil Nadu, S.India

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Ready for
Every Good Work

A Don Bosco Institution of Higher Education, Founded in 1951 * Affiliated to Thiruvalluvar University, Vellore * Autonomous since 1987

Accredited by NAAC (4th Cycle – under RAF) with CGPA of 3.31 / 4 at 'A+' Grade

Sacred Heart College (Autonomous), Tirupattur District

1.2.1 List of New Courses

PGDHRM

PG Diploma in Human Resource Management

Sem	Course Code	Title of the Subject	Hours/Week	Credits	CA	Sem	Total
I	MSDH121	Organization Theory, Structure and Design	5	5	50	50	100
I	MSDH122	Human Resource Management and Information System	5	5	50	50	100
I	MSDH123	Human Resource Planning	5	5	50	50	100
I	MSDH124	Industrial Relations and Employee Welfare	5	5	50	50	100
II	MSDH221	Employee Legislation	5	5	50	50	100
II	MSDH222	Compensation and Benefits	5	5	50	50	100
II	MSDH223	Training and Development	5	5	50	50	100
II	MSDH224 J	Project Work	10	10	80	20	100
Total				45			800

Sacred Heart College (Autonomous), Tirupattur District

1.2.1 List of New Courses

Department: PGDHRM

S.No	Course Code	Course Name
1.	MSDH221	Employee Legislation

Syllabus

Course Outcomes

After completion of the course, the student will be able to

S.NO	CO - Statement	Cognitive Level (K-Level)
CO - 1	Illustrate the laws relating to Industrial Relations, Social Security and Working conditions and also learn the enquiry procedural and industrial discipline	K3
CO - 2	Evaluate the role of trade union in the industrial setup	K5
CO - 3	Explain the laws regarding Issues of wages, bonus and State Insurance.	K2
CO - 4	Appraise the laws relating to Industrial Relations, Social Security and Working conditions	K5
CO - 5	Comprehend the salient features of welfare and wage legislations also to integrate the knowledge of labour law in general HRD practice	K2

Unit I: Introduction to Employee Legislation (9 Hours)

Introduction to the Historical Dimensions of Labor & Employee Legislation in India
- Labor Protection & Welfare - Social Security & Social Justice - System of Economic Governance - Principles of Labour Legislation – Labour and the Constitution

Unit II: Labor Legislation Acts (9 Hours)

Factories Act 1948 – Maternity Act 1961 - Contract Labour Act 1970 – The Shops and Establishment Act 1947 – The Trade Union Act 1926 – The Industrial Disputes Act 1947.

Unit III: Employee Welfare Acts (9 Hours)

Payment of Wages Act 1936 – Payment of Bonus Act 1965 – Payment of Gratuity Act 1972.

Unit IV: Social Security and Miscellaneous Acts (9 Hours)

The Role of Human Capital – Organised and Unorganised Labour – Unorganised Labour Act - Workmen's Compensation Act – The Employees Pension Scheme.

Unit V: Legal Aspects of Employees (9 Hours)

Quality of Life of Workers - Governance of Enterprises – Views on the Role of Labor Legislation - Gender Dimensions of Labor Laws – Pros and Cons of Legal System

References

2. P.L. Malik, Industrial Law, Eastern Book Company, New Delhi, 2011
3. C.S. Venkata Ratnam, Globalization And Labour-Management Relations - Dynamics Of Change, Response Books, 2001
4. Biswajeet Pattanayak, Human Resource Management, PHI Learning, New Delhi
5. Vipin Gupta Et al , Creating Performing Organizations: International Perspectives For Indian Management, Response Books