



SWARNANDHRA COLLEGE OF ENGINEERING & TECHNOLOGY (AUTONOMOUS)

Accredited by National Board of Accreditation, AICTE, New Delhi, Accredited by
NAAC with "A" Grade – 3.32 CGPA, Recognized under 2(f) & 12(B) of UGC Act 1956,
Approved by AICTE, New Delhi, Permanent Affiliation to JNTUK, Kakinada
Seetharampuram, W.G.DT., Narsapur-534280, (Andhra Pradesh)

DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION TEACHING PLAN

Course Code	Course Title	Semester	Branch	Contact Periods /Week	Academic Year	Date of commencement of Semester	
24MB4E10	Labor Welfare & Employment Laws	IV	MBA	5	2025-26	08/01/2026	
COURSE OUTCOMES							
CO1	Explain the evolution of labour welfare in India. (K1)						
CO2	Evaluate various measures to be taken by factories for H,S&W of workers. (K4)						
CO3	Analyze social security legislation with different types of acts. (K3)						
CO4	Illustrate authorities under the act and their duties to be applied. (K2)						
CO5	Determines trade unions and their types with associated Act. (K5)						
UNIT	Out Comes / Bloom's Level	Topics No.	Topics/Activity	Text Book / Reference	Contact Hour	Delivery Method	
I	CO1: Explain the evolution of labour welfare in India. (K1)	LABOUR WELFARE					Chalk & Talk, PPT, Active Learning & Tutorial
		1.1	Introduction, Concept of labor welfare.	T1	2		
		1.2	Scope of Labor Welfare.	T1, T2	1		
		1.3	Philosophy of Labor Welfare.	T1	1		
		1.4	Principles of Labor Welfare.	T1	1		
		1.5	Approaches of Labor Welfare.	T1	1		
		1.6	Classification-Evolution of labour welfare in India.	T1	1		
		1.7	Impact of ILO on labour welfare in India.	T2	1		
		1.8	Welfare Officers 'Role, Status and Function& poor welfare.	T1	2		
Total					10		
II	CO2: Evaluate various measures to be taken by factories for health safety and welfare of workers. (K4)	Labour Legislation					Chalk & Talk, PPT Tutorial, Active Learning & Case Study
		2.1	Labour Legislation: Objectives-Principles.	T1,T2	1		
		2.2	Labour Legislation-Classification.	T1	1		
		2.3	Evaluation of LL in India.	T1,T2	1		
		2.4	Factories Act1948, Definitions-Objectives.	T1,T3	1		
		2.5	Health, Safety and Welfare of Workers.	T1,T3	1		



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		2.6	Working Hours - Provisions Relating to Hazardous Processes.	T1, T2	1	
		2.7	Annual Leave with Wages - Special Provisions.	T2, T1	1	
		2.8	Obligations by Employer and Employee.	T2	1	
		2.9	Offences and Penalties of the ACT.	T2	1	
		2.10	Signs of poor welfare.	T2	1	
		Total				
III	CO3: Analyze social security legislation with different types of acts. (K3)	Wage and Social Security Legislations.				Chalk & Talk, PPT, Tutorial
		3.1	Wage and Social Security Legislations	T1	2	
		3.2	Payment of wages Act 1936	T1	1	
		3.3	Minimum wages Act 1948	T2	1	
		3.4	Payment of Bonus Act 1965	T2	1	
		3.5	Employees' State Insurance Act,	T2	1	
		3.6	Employees' Provident Funds and Miscellaneous Provisions Act,	T1, T2	1	
		3.7	Payment of Gratuity Act, 1972	T1, T2	1	
		3.8	Workmen's Compensation Act,	T1	1	
		3.9	Maternity Benefit Act 1961.	T2	1	
Total				10		
IV	CO4: Illustrate authorities under the act and their duties to be applied. (K2)	Industrial Relations Legislation				Chalk & Talk, PPT, Tutorial, Active Learning & Case Study
		4.1	Introduction to Industrial Relations Legislation	T1, R2	2	
		4.2	Concept of Industrial Disputes Act 1947.	T1, T2	1	
		4.3	Objectives, Types of Strikes and their Legality	T1, T2	1	
		4.4	Authorities under the Act and their Duties	T1, T2	2	
		4.5	Voluntary Reference of Disputes to Arbitration	T1, T2	1	
		4.6	Types of Strikes and Lock-outs	T1, T2	1	
		4.7	Wages for Strike and Lock-out Period	T1, T2	1	
		4.8	Change in Conditions of Service.	T1, T2	1	
Total				10		
V	CO5: Determine s trade unions and their types with associated Act. (K2)	Industrial Employment (standing orders)				Chalk & Talk, PPT, Active Learning & Tutorial
		5.1	Industrial Employment (standing orders) Act 1946	T1, T2, R2	2	
		5.2	Certification of Draft Standing Orders	T1, T2, R2	1	
		5.3	Appeals - Date of Operation of Standing Orders	T1, T2, R2	1	



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		5.4	Posting of Standing Orders	T1, T2,	1
		5.5	Payment of Subsistence Allow	T3, R2	1
		5.6	Trade Unions Act 1926	T1	1
		5.7	The New Labor Codes: Code on Wages 2019	T1	1
		5.8	Industrial relations code 2020,	T1	1
		5.9	Code on social security 2020	T1, T2,R2	1
		5.10	Occupational safety, health and working conditions code 2020.	T1, T2,R2	2
Total					12
Grand Total					52
Case Studies					3
CUMULATIVE PROPOSED PERIODS					55

Text Books:

S.No.	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION
T1	P.L.MALIK, Labour Laws, Himaya Publishing house, 1995
T2	Moorthy, M.V: —Principles of Labour Welfare, Oxford University Press, New Delhi-1949
T3	Pant, S.C: —Indian Labour Problems, Chaitanya Pub. House. Allahabad-1958

Reference Books:

S.No.	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION
R1	Govt. of India (Ministry of Labour, 1969). Report of the Commission on Labour Welfare, New Delhi-1969
R2	Govt. of India (Ministry of Labour, 1983). Report on Royal Commission on Labour in India, New Delhi-1983

Web Details

1	https://labour.gov.in/labour-welfare
2	https://www.globallegalinsights.com/practice-areas/employment-and-labour-laws-and-regulations/india

	Name	Signature with Date
i.	Faculty	Dr.Manikya Rao.M <i>[Signature]</i> 5/2/26
ii.	Course Coordinator	Dr.Manikya Rao.M <i>[Signature]</i> 5/2/26
iii.	Module Coordinator	Mrs.D.Haleena <i>[Signature]</i> 5/2/26
iv.	Programme Coordinator	Dr.G.Grace <i>[Signature]</i>

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Principal

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