

**STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI**  
**COURSE PLAN June - November 2024**

**Department** : Human Resource Management  
**Name/s of the Faculty** : Ms. S Juliet Silviya  
**Course Title** : Labour Legislations  
**Course Code** : 23HR/PC/LL14  
**Shift** : II

**COURSE OUTCOMES (COs)**

<b>COs</b>	<b>Description</b>	<b>CL</b>
<b>CO1</b>	State the development and the judicial setup of Labour Laws to work independently as a HR professional.	K1
<b>CO2</b>	Demonstrate the laws related to protective, regulatory and working conditions in different settings.	K2
<b>CO3</b>	Calculate and infer essential HR metrics like working hours, wages, gratuity, PF, ESI and compensatory benefits.	K3,K4
<b>CO4</b>	Recommend various grievance handling measures as per statutory compliance.	K5
<b>CO5</b>	Construct schemes related to employee social security and stimulate growth opportunities.	K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 24 – 26, 2024 (Day Order 4 - 6)	1	<b>Indian Constitution</b> Labour Legislation: Concepts, Need, Principles.	K1,K2	2	CO 1,2	Lecture, PPT, Discussion, Case Study.	CA, Quiz and Exam
		History of Labour Legislations	K3,K4	1	CO 3		
Jun 27 – July 4, 2024 (Day Order 1 - 6)	1	Indian Constitution: Fundamental Rights – Article 16,19,23,24	K1-K6	5	CO 1-5	Lecture, PPT, Discussion, Video	CA, Assignment and Exam
July 5 – 12, 2024 (Day Order 1 - 6)	1	Directive Principles of State Policy- Article 38,39,41,42,43,43A,47,48	K1-K6	5	CO 1-5	Lecture, PPT, Discussion, Video	CA and Assignment
July 15 – 23, 2024 (Day Order 1 - 6)	2	<b>Fundamentals of Labour Legislation</b> Social Security, Social Insurance, Social Assistance Schemes, Social Security Legislation.	K1,K2	3	CO 1,2	Lecture, PPT, Discussion.	CA and Quiz
		Codes of Labour Legislations in India	K1-K4	2	CO 1-3		
July 24 – 31, 2024 (Day Order 1 - 6)	2	Codes of Labour Legislations in India	K1-K4	3	CO 1-3	Lecture, PPT, Discussion, Case Study.	CA, Quiz and Exam
		International Labour Organisation (ILO) – Meaning, Aim, Principles, Structure and Functions	K1-K6	2	CO 1-5		

Aug 1 – 5, 2024 (Day Order 1 - 3)	2	International Labour Organisation (ILO) – Meaning, Aim, Principles, Structure and Functions	K1-K6	2	CO 1-5	Lecture, PPT, Discussion, Video	CA and Assignment
Aug 6 – 10, 2024	<b>C.A. Test - I</b>						
Aug 12 – 14, 2024 (Day Order 4-6)	3	<b>Protective Labour Legislation: Introduction, Overview, Amendments</b> Sexual Harassment of Women at Workplace Act, 2013	K1-K6	3	CO 1-5	Lecture, PPT, Discussion, Video	CA and Assignment
Aug 16 – 23, 2024 (Day Order 1-6)	3	Employee Provident Fund Act, 1952	K1-K6	5	CO 1-5	Lecture, PPT, Discussion.	CA, Quiz and Exam
Aug 27 – Sep 3, 2024 (Day Order 1-6)	3	Factories Act, 1948	K1-K6	5	CO 1-5	Lecture, PPT, Discussion, Case Study.	CA and Assignment
Sep 4 – 11, 2024 (Day Order 1-6)	4	<b>Regulative Labour Legislation: Introduction, Overview, Amendments</b> 4.1 Industrial Employment (Standing Orders) Act, 1946	K1-K6	5	CO 1-5	Lecture, PPT, Discussion, Video.	CA, Quiz and Assignment
Sep 12 - 20, 2024 (Day Order 1-6)	4	Industrial Dispute Act, 1947	K1-K6	5	CO 1-5	Lecture, PPT, Discussion.	CA and Assignment
Sep 23 - 26, 2024 (Day Order 1-4)	4	The Contract Labour (Regulation and Abolition) Act, 1970	K1-K6	3	CO 1-5	Lecture, PPT, Discussion.	CA and Assignment

Sep 27 – Oct 3, 2024		C.A. Test - II					
Oct 4 – 5, 2024 (Day 5 & 6)	5	<b>Employees Security: Introduction, Overview, Amendments</b> 5.1 The Employees's Compensation Act,1923	K1-K6	2	CO 1-5	Lecture, PPT, Discussion, Case Study.	CA and Assignment
Oct 7 - 15, 2024 (Day Order 1 to 6)	5	The Employee State Insurance Act, 1948	K1-K6	3	CO 1-5	Lecture, PPT, Discussion, Video.	CA, Quiz and Assignment
		The Maternity Benefit Act, 1961	K1-K6	2	CO 1-5		
Oct 16 - 22, 2024 (Day Order 1 to 6)	5	Payment of Gratuity Act, 1972	K1-K6	5	CO 1-5	Lecture, PPT, Discussion.	CA and Assignment
Oct 23 - 24, 2024 (Day Order 1 to 2)	<b>REVISION</b>						

Component Number	Topic	Assessment Method	Marks
1	Latest labour law amendments	Each student will prepare the latest amendment on labour laws which are in effect till date	10
2	Real incidents related to labour law	Students will find real incident which has occurred and implement the laws to solve the incident	20
3	Creation of labour laws	Group Activity: Teams will create new laws or give insightful modification for existing law	20