



## Lesson Plan

**Program:** BBA **Semester:** V **Course Code:** BBA-505 **Course Name:** Industrial law

**Course Objectives** To impart basic understanding of provisions of Industrial Law concerning the Regulation of business organizations.

**Session Duration:** 60 minutes

**Participants:** All BBA 3<sup>RD</sup> Year Students

### Entry level knowledge and skills of students

- i. Basic Knowledge of industry laws
- ii. Basic Knowledge of role of laws in the management of the organization

### Equipment required in Classroom/ Laboratory/ Workshop

- i. White Board, Marker and Duster
- ii. Smart Board, Projector & system

### Assessment Schemes

S. No.	Criteria	Marks (100)
1	CCSU End Term Examination	75
2	Internal Evaluation Scheme	25
2(a)	Teacher Assessment (Continuous Evaluation) (Any 2 & attendance)	20
2(a)(i)	Assignment I	10
2(a)(ii)	Assignment II	10
2(a)(iii)	Attendance (compulsory)	5

**Course Outcomes** (starting with action-oriented observable and measurable verb)

CO1: To impart basic understanding of provisions of Industrial Law concerning the Regulation of business organizations.

CO2: Understanding of provisions of Factory act 1948 concerning to the business organizations

CO3: Understanding and apply the knowledge of Workmen compensation act 1923 in business

CO4: Understanding and apply the knowledge of Industrial dispute act 1947, Minimum wages act 1948 & Employee state insurance act 1948 in business

CO5: Understanding and apply the knowledge of provisions of Employee provident fund act 1952 & Payment of gratuity act 1972



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L. No.	Topics	Sub Topics	Date of implementation	Pedagogy	CO-Covered	Faculty Sign	HoD's Remark with Date
<b>Unit - 1</b>							
	Factory act 1948	Factory act 1948- Introduction			1		
		Health, Safety Provisions relating to Hazardous processes, Welfare			1		
		Preliminary, The Inspecting Staff,			1		
		Working hours of adults, Annual leave with wages			1		
		Special provisions			1		
		Employment of young persons			1		
		Penalties and procedure			1		
		Case Study					
<b>Unit - 2</b>							
	Workmen compensation act 1923	Introduction to Workmen compensation act 1923			2		
		Employer's liability for compensation. Amount of Compensation and Review			2		
		Method of			2		



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**Greater Noida (U.P.)**



		calculating wages. And Distribution of compensation.					
		Notice and claim.			2		
		Power to require from employers			2		
		Remedies of employer against stranger			2		
		Insolvency of employer, Proof of age, Penalties			2		
		Appointment of Commissioner			2		
<b>Unit -3</b>							
	Industrial dispute act 1947, Minimum wages act 1948				3		
		Fixing of minimum rates of wages, Procedure for fixing and revising minimum wages			3		
		Powers And Duties of Authorities,			3		
		Strikes And Lock-Outs, Lay-Off And Retrenchment,			3		



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		Unfair Labour Practices,					
		Advisory Board Central Advisory Board, Composition of committees			3		
		Penalties and Claims Protection against attachment of assets of employer with Government			3		
		Application of Payment of Wages Act, 1936, to scheduled employments			3		
		Validation of fixation of certain minimum rates of wages			3		
<b>Unit -4</b>							
	Employee state insurance act 1948	Introduction :Employee state insurance act 1948					
		Corporation, Standing Committee			4		
		Finance And Audit			4		
		Medical Benefit Council			4		
		Adjudication Of Dispute			4		



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		Contributions, Benefits			4		
		Scheme For Other Beneficiaries,			4		
		Claims, Penalties.			4		
<b>Unit -5</b>							
	Employee provident fund act 1952 Payment of gratuity act 1972.	Employee provident fund Act, 1952			5		
		Introduction to the act			5		
		EPF Scheme					
		Employee employer contribution			5		
		Payment of gratuity act 1972			5		
		Calculation of Gratuity			5		
		Eligibility			5		
		Terms and conditions			5		
<b>Revision</b>							
	Unit-1	From Previous Years Question Papers of University End Term Examinations			1		
	Unit-2	From Previous Years Question Papers of University End Term Examinations			2		



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	Unit-3	From Previous Years Question Papers of University End Term Examinations			3		
	Unit-4	From Previous Years Question Papers of University End Term Examinations			4		
	Unit-5	From Previous Years Question Papers of University End Term Examinations			5		

**Text Books:** Element of industrial law N D Kapoor

**Journals:** <https://www.hg.org/industrial-law.html>

**Electronic Database:** <https://www.hg.org/industrial-law.html>