

MANAGEMENT DEVELOPMENT INSTITUTE MURSHIDABAD

ONLINE MANAGEMENT DEVELOPMENT PROGRAMME

ON

EMPLOYEE RELATION & NEW LABOUR LAWS

9th & 10th February 2024 11.00 AM TO 1.00 PM & 2.00 PM TO 4.00 PM



PROGRAM OBJECTIVE

The world of work is undergoing a rapid transformation and so is the employee relation. The growth of any organization depends on healthy employee relations and the HR managers have a vital role to play. Labour regulations are also under the process of being reoriented to the changing needs. Against this backdrop this programme provides an opportunity for the HR managers to enhance their understanding of both the legal framework as well as the behavioural aspects of employee relation. Therefore, the program aims to:

1. Enhance understanding about the legal framework governing employee relation.
2. Enable the participants to deal with employee relation matters effectively keeping in mind both the short and long term implications.
3. Empower the participants by updating their knowledge about the evolving employee relation scenario.

PROGRAM CONTENT

- Industrial Disputes Act, 1947
- Industrial Employment (Standing Orders) Act, 1946

- Trade Unions act, 1926;
- Industrial Relations Code, 2020
- Behavioural aspect of employee relation
- Collective Bargaining & Negotiation
- Leveraging legal framework
- Strategic Employee Relation and Policy
- Transforming ER'

WHO SHOULD ATTEND

This program is designed for experienced manager who are currently holding E4, E5 E6 or E7 positions.

METHOD OF DELIVERY

An appropriate mix of interactive lectures, video, and case studies will be used for delivery.

PROGRAM FEE

The course fees Rs. 6500 + 18% GST* per participant

Registration Link: <https://forms.gle/AxZJfBfNk7egyo389>

- No refund of Course Fees but substitute allowed.

The program fees can be paid through bank transfer as per the bank details given below:

Account Name: MANAGEMENT DEVELOPMENT INSTITUTE SOCIETY

Bank Name: Punjab National Bank

Account Number: 1377205500000019

IFSC Code : PUNB0137720

(Please share the transaction details for verification purposes after making payment)

RESOURCE PERSON



Dr. Kallol Dutt



Dr. Kallol Dutt served as a Labour Administrator for the last 26 years and took voluntary retirement as an Additional Labour Commissioner of Government of West Bengal. He is a passionate learner and has done LLB from Calcutta University and Diploma in Social Work from IISWBM. He has also done MBA in HR, Diploma in Training & Development from ISTD and PhD in Management.

During his 26 years of service as a Labour Administrator he has served in many capacities including 2 stints at State Labour Institute as Assistant Director and Joint director and Commissioner of Employees' Compensation.

He has conducted sessions on Labour Laws and Behavioural skills in many organizations including NUJS, IIT (Kharagpur), CMA, MDI (Murshidabad), ICC, Administrative Training Institute, ISTD, NHRDN etc. He was the first Editor of 'Labour Bulletin' published by the State Labour Institute, Kolkata and brought out 2 special issues on Labour Laws of West Bengal Labour Gazette 2011. He has co-authored a study on 'Impact of Election for Recognition of Trade Unions in Industrial Relations in West Bengal' which was subsequently published by State Labour Institute. He is a National Resource Person for 'Training Needs Analysis' and 'Facilitation Skills'. He has done numerous webinars and workshops on Labour Codes. He co-authored a paper on behalf of Govt. of West Bengal on 'Declaration, Decent Work & Informal Economy: Challenges & Opportunities' in an International Conference of ILO at Kolkata.

He is a life member of ISTD, NIPM and NHRDN. He was a National Council member of ISTD for 2018-20.



PROGRAM DIRECTOR



Dr. Yogita Abichandani

Associate Professor, HR & OB, MDI Murshidabad

Dr. Yogita Abichandani is the Associate Professor – HR & OB. She is a distinguished



alumni of University of Georgia. Her research interests are Leadership, Healthcare, Women Entrepreneurs, & Feminist HRD. She has over 22 year of experience across multiple sectors and has served as the Advisory Board Member for NCSU, NC, USA. She has published in several national and international conferences and journals. She is the Co-Chair for the India Special Interest Group at the Academy of HRD, USA, and member of Society of HRM, USA and India. She consults with NGO's & PSU in various capacities both in USA and India.

Certificate of participation shall be awarded after the completion of the course and submission of course feedback

CONTACT INFORMATION



CE Office:

Management Development Institute Murshidabad

Email:- ce@mdim.ac.in

Campus Phone Nos. +91-9674727164, +91-9674757164

Dr. Yogita Abichandani

Program Director

Mobile: 7901020922

Email: yogita.abichandani@mdim.ac.in