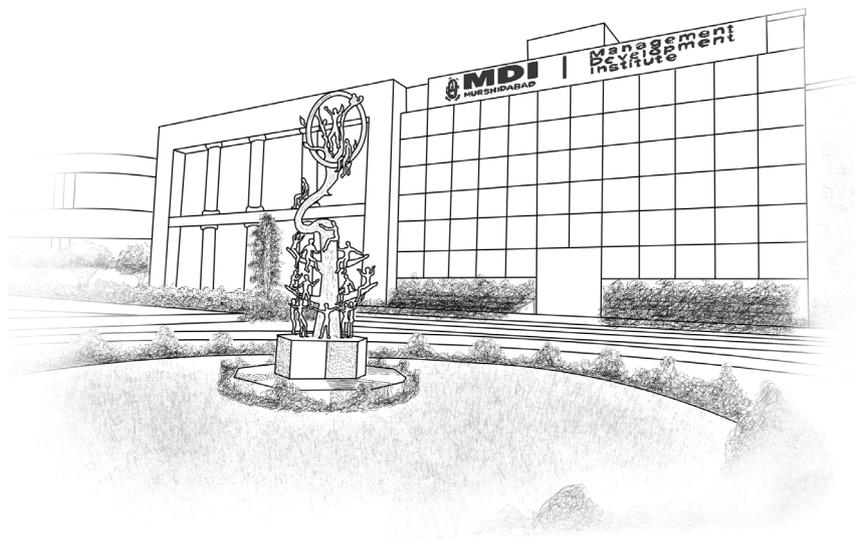


# MANAGEMENT DEVELOPMENT INSTITUTE MURSHIDABAD

## MANAGEMENT DEVELOPMENT PROGRAMME LABOUR CODE AND NEGOTIATION

 13-15 SEPTEMBER 2025 (SAT-MON)



### Context

HR managers have a big role in shaping how a company grows. Right from recruiting, inducting, training and development and later to performance assessment and grievance resolution, they are responsible for performance, retention and satisfaction level of employees. Many HR managers perform these tasks without having any inkling about the legal underpinnings of these functions, especially at a junior level. This can be quite risky from the company's perspective. These days, the ignorance and the application of employment law are widely noticed due to the increase in workload, lateral hiring and the lack of timely training programs before the announcement of the promotion.

**Therefore, this workshop/training program aims at**

1. Bring awareness about the existence of Industrial law (contract labour act, 1970; industrial dispute act, 1947; factory act, 1948 and trade union act, 1926.
2. Enable the participant aware of the nuances of the industrial law through practical knowledge.
3. Bring awareness about the amendments of the Industrial law



### Key Takeaways

1. Enhanced Knowledge and Skill to apply the knowledge of Industrial Law
2. Zero Error Commitment while applying Industrial Law
3. Better equipped to take decision in matter of preventing Strikes and many other negative consequences of poor employee-employer relation
4. Better equipped to maintain healthy and harmonious relationship between employee-employer
5. Better equipped in understanding the legal consequences of poor industrial relation and potential loss arising due to it and incurred by organization



### Contents

- Industrial Disputes Act, 1947
- Exercises through short Caselets
- Factory Act, 1948
- Exercises through Case Study on Maruti
- Musical Evening Program followed by Dinner
- Contract Labour Act (Abolition and Regulation), 1970

- Exercises through Case Study on Regency Hospital
- Trade Union Act, 1948
- Exercises through short Caselets



## Who Should Attend?

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



## Faculty

The faculty will comprise of MDIM core faculty



## Method of Delivery

The program is designed with an emphasis on application and reflection. The experiential exercises right from the psychometric test, games, and case study will constitute the integral part of the learning module.



## Venue & Duration

The programme is scheduled during **13-15 September 2025** (Sat- Mon) on a residential basis at MDIM Campus, Kulori, P.O.-Uttar Ramna, P.S.– Raghunathganj, Dist.-Murshidabad, West Bengal, PIN-742235, India. Accommodation for participants would be available at MDIM Campus from the noon of **12<sup>th</sup> September 2025** to the forenoon of **16th September 2025**



## Registration & Fees

Participants should be nominated by their organizations. The enclosed nomination form should be completed and returned with all the details. The fee of the program is **Rs. 10,000/day /participant+ GST** which includes a professional fee and all charges for lodging and boarding and supply of course materials. GST as applicable will be charged extra in addition to the programme fee. Payment should be made by Cheque/NEFT/RTGS.

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

Account Name: **Management Development Institute Society**  
 Bank Name: **ICICI Bank**  
 Account Number: **201505024814**  
 IFSC Code : **ICIC0002015**  
 Branch Name: **Jangipur**  
 (Please share the transaction details for verification purposes after making payment)



## Enquiry

For any Additional information/enquiry, please write to:

**Department of Continuing Education**  
**Management Development Institute Murshidabad**  
 Kulori, P.O.-Uttar Ramna, P.S. - Raghunathganj  
 Dist. Murshidabad, West Bengal, PIN-742235  
 Contact Details: +91 9674727164/ +91 9674757164  
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 Website: : <https://www.mdim.ac.in>  
 Email: ce@mdim.ac.in



## Faculty Profile



**Dr. Niharika Gaan**  
**Assistant Professor- Human Resource Management**

Dr. Niharika Gaan holds PhD in Management from the Institute of Management, Nirma University of Science and Technology. She has been associated with corporate and academia in variety of role including faculty, practitioner, trainer, researcher, and consultant with a span of 18 and half years majorly in the area of HR. Her areas of expertise in teaching are Industrial relation and Labour Laws, Talent, Mindset and Competency Management, HR Analytics, Power of Negotiation, Human Resource Management, Organizational Behaviour, Training and development and International Human Resource Management. Her international collaboration has culminated in publishing papers in top-tier competitive journals which carry high impact and citation scores such as International Journal of Retailing and Consumer Services, International Journal of Bank Marketing, European Management Journal, Current Psychology, and Telematics and Informatics R. She has presented papers in international conference of reposes such as European academy of management, Asian academy of management, and got her paper accepted in conference organized by FT 50 journal 'Human Relation'.

She has handled independently a sponsored research project on Intimate Partner Violence funded by ICSSR, Ministry of HRD as a Principal Investigator. She is a certified trainer too on psychometric test (Carlton Advanced Management Institute,



Canada) and competency management, IIT Kharagpur. Her area of expertise in the areas of training program cover wide range of topics like conflict management, art of delegation, motivation, change management, business communication, negotiation, boundary spanning leadership, team building, leadership and employment laws and POSH. She has experience to handle training sessions for general managers and mid-level managers of PSUs such as NALCO, NCL, ECL, Powergrid, HPCL, MSTC, LIC, IOCL, NTPC, SAIL, Balmer Lawrie and so on. Her prominent consulting assignments are associated with NALCO, HPCL and Balmer Lawrie in the area of leadership, labour laws and codes respectively. Currently, she is pursuing a major project on "Evidence-Based Exploration of Psychological Need Satisfaction and Mental Health Outcomes: Role of Coping Mechanism and Digital Mental Health Interventions among Gen Z in Maharashtra" of 20 lakhs which has been awarded by ICSSR, Government of India under the scheme of Vision Viksit Bharat@2047.



## About MDI Murshidabad

Management Development Institute (MDI) was set up as an autonomous body in 1972. With an intention to impart management education, nurture local talent, and groom them to become global Leaders, Management Development Institute (MDI), launched its second campus in Murshidabad in the year 2014. The foundation stone was laid on the 31<sup>st</sup> of October 2010 at Jangipur, Murshidabad, West Bengal by the then Honorable Union Minister of Finance, Govt. of India, Shri Pranab Mukherjee. In 2014, MDI Murshidabad (MDIM) launched its Post Graduate Diploma in Management (PGDM). It was commemorated in the presence of the then honorable President of India Shri Pranab Mukherjee, by an inspiring address by him to our first batch of PGDM students on the 24th of August, 2014. This was followed by a deliberation made by Shri Arun Jaitley, then Hon'ble Minister of Finance, Defence & Corporate Affairs, Govt. of India. PGDM offered by MDIM is recognized and accredited by the All-India Council for Technical Education (AICTE), New Delhi, National Board of Accreditation (NBA). PGDM course is also recognised as equivalent to MBA by AIU for a period of three years (01.07.2024 to 30.6.2027). The Murshidabad campus is a part of MDI's vision to nurture and promote local talent and enterprise. The campus of MDI Murshidabad is in the central part of the State of West Bengal, India. MDIM prides itself in not only providing management Education but also developing ethical corporate citizens for tomorrow's India.

MDI Murshidabad continues to uphold its commitment to excellence in management education, as evidenced by its consistent IIRF rankings. This year MDI Murshidabad has secured the **prestigious position of State Rank 1 among the Best B-Schools (Private) for PGDM General** and has also secured the **prestigious position of Zone Rank 3 for the overall category.**

## Management Development Programme (MDP)

MDI Murshidabad has been conducting Training Programmes of strategic intent since inception. In this regard our MDPs not only aim at acquiring and upgrading knowledge and competencies in generic areas but also assist in specific areas to thrive in the competitive world of business. Our fundamental programmes revolve around leadership, Change Management, Managerial Effectiveness, Sales Excellence, Service Excellence, Sales & Distribution Management, How to build a Strong Brand, Cost Management, as well as emerging issues like AI&ML, Business Analytics, HR Analytics, Digital Marketing, and Data Science. MDIM is committed to impart quality management education. It understands the requirements of the modern business organizations and offers need-based customized MDPs to meet the organizations' excellence. To do so, the pedagogy adopted across the MDPs is based upon experiential learning exercises that believe in learning while doing. We are also conducting open MDPs for several valued clients who herald from various sectors. Such MDPs have been developing the holistic perspectives of the clients to resolve any given issues through cross-pollination of ideas.

Certificate of Participation shall be provided after the completion of the Course.

## CAMPUS DETAILS



Campus Address:

Management Development Institute Murshidabad

Kulori, P.O.-Uttar Ramna, P.S. - Raghunathganj

Dist. Murshidabad, West Bengal, PIN-742235

Contact Details: +91 9674727164/ +91 9674757164 (Extn: 127/183)

Visit: [www.mdim.ac.in](http://www.mdim.ac.in), e-mail: [ce@mdim.ac.in](mailto:ce@mdim.ac.in)