



BUSINESS LAW FOR MANAGERS

PROF. S. SRINIVASAN

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IIT Kharagpur

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Department of Management
Executive Director and Chief of Legal of PCBL Limited

INTENDED AUDIENCE : Students in AICTE colleges, Management Institutions, Employees of Organizations and Industry Practitioners

INDUSTRIES APPLICABLE TO : All Industry. Knowing the relevance and application of Business and Labour laws for the smooth conduct of business operation is essential.

COURSE OUTLINE :

The course is designed to elucidate the legal framework within which enterprises operate. This course will help the students and employees to understand legal and regulatory issues affecting or likely to have a bearing on the profitability and sustainability of the businesses.

ABOUT INSTRUCTOR :

Prof. Srinivasan is an Assistant Professor at Vinod Gupta School of Management, IIT Kharagpur. He teaches Organization Behavior and Human Resource Management. He received his Ph.D. in OB & HR from IIT Madras in 2018. He was a recipient of the DAAD Fellowship. He is a certified Labor and ESH compliance auditor. He has audited several factories for established European and American Brands. Prior to joining Ph.D. program, he was a research associate in a collaborative research project between IIT Madras and the University of Guelph, Canada. He was engaged in socio-economic impact assessment with NTPC.

Prof. Kaushik Mukherjee is Executive Director and Chief of Legal of PCBL Limited, the largest manufacturer of carbon black in India as also the largest exporter of carbon black from India with an annual turnover of Rs 5500 crores, the first RPG (now RP-Sanjiv Goenka) Group of Companies to which CESC limited, First Source ; Spencers and Saregama belongs. Mr Mukherjee is also the Company Secretary and Head of Insurance department. Mr Mukherjee, a Xaverian, and a national scholarship holder in B Com (Hons), is a member of the Institute of Chartered Accountants of India and also a member of the Institute of Company Secretaries of India. He is a widely travelled person and has experience of more than 30 years in the corporate world. He is a visiting faculty in various Management Institutes including in VGSOM, IIT, Kharagpur. He has a lot of articles published in Taxmann's "Corporate Professionals Today" and in Chartered Secretary journals.

COURSE PLAN :

Week 1: Corporate Law and Its Changing Dynamics

Week 2: Corporate Governance in Present Context

Week 3: Pit (Prohibition of Insider Trading), Competition Act

Week 4: Law of Contracts: Offer & Acceptance, Valid Contract

Week 5: Factories Act – Health & Safety, Labour Welfare

Week 6: Legislations on Wages – Payment of Wages, Minimum wage and Bonus and Social Security

Week 7: Legislations on Social Security – Provident Fund, Gratuity and Employee State Insurance

Week 8: Industrial Dispute Act – Industrial Relations