

MMPH-004

**Master of Business Administration (MBA)/ Master of Business Administration
(Online) MBA(OL) // Master of Business Administration(Human Resource
Management) (MBAHM)/ Post Graduate Diploma in Human Resource
Management (PGDIHRM)**

**ASSIGNMENT
For
July 2025 and January 2026 Semesters**

MMPH-004: INDUSTRIAL AND EMPLOYMENT RELATIONS

**Last date of submission for July 2025 Semester is 31st October 2025
and for January 2026 Semester is 30th April, 2026)**



**School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110 068**

ASSIGNMENT

Course Code	:	MMPH-004
Course Title	:	Industrial and Employment Relations
Assignment Code	:	MMPH-004/TMA/JULY/2025
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2025 Semester is 31st October 2025 and for January 2026 Semester is 30th April, 2026.

1. Explain the significance of the concept of “Social Justice” in the development of Labour Laws. How do different schools of thought influence the shaping of Labour Laws in India?
2. Discuss the key principles of the philosophy of labour law, with particular reference to the historical development of labour rights. How do these principles align with contemporary industrial relations?
3. Evaluate the role of trade unions in shaping labour laws. How have trade unions historically influenced the protection of workers’ rights in the context of Indian labour law?
4. What is the importance of Human Resource Development (HRD) in industrial relations? Analyze the relationship between HRD practices and the creation of fair and just labour laws.
5. Assess the classification of labour legislation in India. How do the various classifications of labour legislation serve the interests of different stakeholders, including employees, employers, and the state?