# **ALLAMA IQBAL OPEN UNIVERSITY, ISLAMABAD**

**(Department of Business Administration)**

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**WARNING**

1. **PLAGIARISM OR HIRING OF GHOST WRITER(S) FOR SOLVING THE ASSIGNMENT(S) WILL DEBAR THE STUDENT FROM THE AWARD OF DEGREE/CERTIFICATE IF FOUND AT ANY STAGE.**
2. **SUBMITTING ASSIGNMENTS BORROWED OR STOLEN FROM OTHER(S) AS ONE’S OWN WILL BE PENALIZED AS DEFINED IN THE“AIOU’S PLAGIARISM POLICY”.**

**Course: Labor Management Relations (9509) Semester: Spring, 2025**

**Level: PGD (Human Resource Management)**

**Please read the following instructions for writing your assignments.  
(AD, BS, BEd, MA/MSc, MEd) (ODL Mode)**

1. All questions are compulsory and carry equal marks but within a question, the marks are distributed according to its requirements.
2. Read the question carefully and then answer it according to the requirements of the question.
3. Avoid irrelevant discussion/information and reproducing from books, study guide or allied material.
4. Hand written scanned assignments are not acceptable.
5. Upload you typed (in Word or PDF format) assignments on or before the due date.
6. Your own analysis and synthesis will be appreciated.
7. Late assignments can’t be uploaded at LMS.
8. The students who attempt their assignments in Urdu/Arabic may upload a scanned copy of their hand written assignments (in PDF format) on University LMS. The size of the file should not exceed 5 MB.

**Guidelines FOR ASSIGNMENT No. 1 & 2:**

The student should look upon the assignments as a test of knowledge, management skills, and communication skills. When you write an assignment answer, you are indicating your knowledge to the teacher:

* Your level of understanding of the subject;
* How clearly do you think?
* How well you can reflect on your knowledge & experience?
* How well you can use your knowledge in solving problems, explaining situations, and describing organizations and management?
* How professional you are, and how much care and attention you give to what you do?

To answer a question effectively, address the question directly, bring important related issues into the discussion, refer to sources, and indicate how principles from the course materials apply. The student must also be able to identify important problems and implications arising from the answer. For citing references, writing bibliographies, and formatting the assignment, APA format should be followed.

## Total Marks: 100 Pass Marks: 50

## ASSIGNMENT No. 1

## (Units: 1–5)

Q. 1 Discuss the significance of **human dignity** and **individual differences** in maintaining positive working relations. **(20)**

Q. 2 Explain the concepts of **Muzaribat** and **Musaqat, in relation to** their importance to Islamic economic systems. **(20)**

Q. 3 Highlight the rights of workers under Islam with reference to **wages**, **duration of work,** and **nature of work. (20)**

Q. 4 Describe the evolution of labor policies in Pakistan from 1955 to 1972. Analyze their role in improving labor-management relations. **(20)**

Q. 5 Discuss the salient features of the Industrial Relations Ordinance 2002 and its impact on labor relations. **(20)**

**Total Marks: 100 Pass Mark: 50**

**ASSIGNMENT No. 2**

This assignment is a research-oriented activity. Select a relevant organization for the assigned research topic. You are required to submit a term paper and present the same in the workshop prior to the final examination. Presentation component is compulsory for all students. You will have to participate in the activity fully and prepare a paper of about 15 to 20 pages on the topic allotted to you. You are required to prepare two copies of Assignment No. 2. Submit one copy to your teacher for evaluation and the second copy for presentation in the classrooms in the presence of your resource persons and classmates, which will be held at the end of the semester prior to the final examination.

**Include the following main headings in your report:**

1. Introduction to the topics
2. Important sub-topics
3. Practical aspects with respect to the topic
4. Review of theoretical and practical situations
5. SWOT analysis of the organization with respect to your topic
6. Conclusions and recommendations
7. Annex, if any

You may use transparencies, charts and any other material for effective presentation. You are also required to select one of the following topics according to the last digit of your roll number. For example, if your roll number is D-3427185 then you will select topic number 5 (the last digit):-

**Topics:**

* 1. Residential arrangements for workers
  2. Human Dignity
  3. Problems of wages
  4. Security of service
  5. Share profits
  6. Sickness benefits
  7. Workman’s compensation
  8. Inquiry for misconduct
  9. Motivation
  10. Relationship between employer and worker

LABOR MANAGEMENT RELATIONS (9509)

DETAILED COURSE OUTLINE

**Unit-1 Important Concepts of Human Relations**

* 1. Human Dignity
  2. Individual Differences
  3. Mutual interests
  4. Motivation
  5. Conditions of Group Efforts

###### **Unit-2 Concept of Employer and Worker in Islam**

* 1. Meaning of Muzaribat and Muzariat
  2. Meaning of Musaqat
  3. Shirakat-I-Sanai
  4. Shirakat-I-Wujuh
  5. Ijara

###### **Unit-3 Rights of Workers Under Islam**

* 1. Relationship Between Employer and Worker
  2. Fixation of Wage
  3. Defense of Workers’ Rights
  4. Fixation of Duration of Work
  5. Nature of Work
  6. Right to Change Place of Work

###### **Unit-4 Role of the Government of Pakistan in Maintaining Good Labor Management Relations**

* 1. Policy Statement of Islamic Democracy and Labor Welfare
  2. First Labor Policy of 1955
  3. Second Labor Policy of 1959
  4. Third Labor Policy of 1969
  5. Fourth Labor Policy of 1972

###### **Unit-5 Pakistan Labor Laws in Improving Labor Management Relations**

* 1. Workman’s Compensation Act 1923
  2. Provincial Employees Social Security Ordinance 1965
  3. West Pakistan Industrial and Commercial Employment Act 1968
  4. Industrial Relations Ordinance 2002

###### **Unit-6 Domestic Inquiry for Misconduct**

* 1. Steps of Domestic Enquiry
  2. Suspension During the Course of Inquiry
  3. Six Steps of Suspension

###### **Unit-7 Necessary Things for Better Labor Management Relations in Islam**

* 1. Understanding of Employer and Employee Issues
  2. Protection Against Unnecessary Interference in each other’s work
  3. Collecting Bargaining
  4. Respect Employee’s Dignity and His Needs
  5. Institution of Appropriate Machinery and Creative Workmanship

###### **Unit-8 Necessary Things for Better Labor Management Relations in Islam**

* 1. Understanding of Employer and Employee Issues
  2. Protection Against Unnecessary Interference in each other’s work
  3. Collecting Bargaining
  4. Respect Employee’s Dignity and Needs
  5. Institution of Appropriate Machinery and Creative Workmanship

**Unit-9 Revolutionary Changes Needed in Labor Laws**

1. Revolutionary Changes Needed in Workmen’s Compensation Act
2. Revolutionary Changes Needed in Social Security Ordinance
3. Revolutionary Changes Needed in Old Age Benefits and Maternity Benefits

**Recommended Books:**

* Langah, S. (2011). Labor Management Relations in Islam. Islamabad: Government of Pakistan, Higher Education Commission.
* Mills., D. Q. Labor Management Relations. McGraw Hill Book Co.
* John, G., & Graham, J. (2005). Employee Relations. London: Chartered Institute of Personnel and Development.
* Suresh, & Srivastava. (2009). Industrial Relations Labor Laws. Chartered Institute Personal Development.

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