

Management Development Programme



Management of Emerging IR Issues: Focus On Contract Labour Management

March 23- 24, 2017

MDI Campus, Gurgaon



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Management
Development
Institute

Background

There has been a paradigm shift in global economic scenario. Organisations are under unprecedented pressure to develop sustaining core competitive edge over their competition. There has been gradual realisation that organisations following people – route stand well ahead of their competitors. HR alone is able to provide exclusive excelling capability. Therefore, management of human resources (specially employee's relations) has assumed strategic significance in organisational governance. Each human resource activity has to be strategically aligned and realigned with corporate goals so that symbiotic and facilitating culture is ensured and corporate synergy is generated for desired results. While outsourcing (contracting) has emerged as an indispensable HR strategy to beat competition, the trend has received some major setbacks by the Apex court's judgments. Confusion prevails and corporate houses and managers need clear directions. The workshop attempts to provide a holistic view of employee relations in general and a clear insight in to divergent perspective with regards to contract labour in particular and tries to present an 'integrated approach' enabling participants to develop their own strategies to manage contract labours in prevailing Employee's Relations Scenario.

Objectives

- To provide overview of competitive economic scenario
- To enable participants to identify emerging dimensions in employees relations
- To provide comprehensive insights in to the problems of contract labour
- To enable participants to understand legal implications of contract labour management in India
- To enable participants to develop their own strategies to manage the problem effectively

Contents

- Emerging economic scenario competitiveness
- Emerging trends in employee relations and their management through effective leadership
- Legal insights of prohibition of employment of contract labour under Section 10 of Contract Labour (Regulation & Abolition) Act, 1970 (the Act)
- Obligations of principal employer pertaining to payment of wages to contract labour under the Act
- Evolving practical approaches/strategies keeping the total perspective in view in their own organisation

Methodology

Besides core faculty from MDI, practicing corporate managers, trade union leaders and representatives from Government will be leading the deliberations. The programme delivery will have a judicious mixture of intellectual lectures, case studies, presentations, group discussions and experience sharing. Select background readings and group work will supplement this.

For Whom

The programme is designed for managers, functional executives, department heads of public, private and multi national corporations (MNCs) who are dealing with issues related to contract labour.

Venue & Duration

This two day program is scheduled during March 23-24, 2017 on residential basis at MDI Campus, Mehrauli Road, Sukhrali, Gurgaon. Accommodation for participants would be available at MDI Campus from the noon of March 22, 2017 to the forenoon of March 25, 2017.

Discount Policy

With a view to our long term relationship with your esteemed organization, we are pleased to introduce the discount policy in a particular programme. The discount will be observed in the following conditions:

1. 10% Discount against 3-5 nominations
2. 20% Discount against more than 5 nominations

Registration & Fee

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. 24,000/- (Rupees Twenty Four Thousand only)** per participant which includes professional fee and all charges for lodging and boarding and supply of course materials. **Service Tax as applicable will be charged extra in addition to the programme fee.** Payment should be made by a crossed Demand Draft/Cheque/NEFT/RTGS in favour of "Management Development Institute, Gurgaon (Haryana)", and send to the Chief Administrative Officer (Programmes), Management Development Institute, Sukhrali, Mehrauli Road, Sector-17, Gurgaon 122007, Haryana, INDIA.

Important Dates

The last date for receipt of nominations is March 14, 2017. The last date for withdrawal of nominations is March 16, 2017. Any withdrawal received after this date will be subject to deduction as per the Institute's rules. However, substitution may be permitted.

Nominating organizations are advised to await confirmation of acceptance of nominations(s) before sending the participants to the programme venue.

Enquiry

For any Additional information / enquiry, please write to:

Chief Administrative Officer (Programmes),
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Faculty Profile:

Prof. J. K. Jain

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Prof. (Dr.) J.K. Jain is a Ph.D. in the area of Human Resource Management. His flair for research and consulting led him to be associated with the Planning Commission and international agencies like ILO, UNDP and USAID. He was a UNDP/ILO fellow at the RVB Management Institute, the Netherlands. Prof Jain is visiting professor EDHEC Business School, France & IAE Business School Aix En Provence France. His teaching, training and consulting interests are HRD, building effective IR strategy, grievance handling, trade unions, motivation, performance appraisal, motivating people, subordinate development, manpower planning, assessing training needs, evaluation of training and reproductive health management. He has conducted number of training programmes for Senior/Middle level officers of ONGC, BEL, PowerGrid and many other organizations. He has been teaching courses on Industrial Relations with a number of years of experience.

Prof. Parul Gupta

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Prof. (Dr.) Parul Gupta, is a faculty of law in the area of Public Policy & Governance at MDI, Gurgaon. She carries with her an experience of more than 14 years of teaching, training & consultancy. She holds Ph.D. in Law, awarded by Faculty of Law-Jamia Milliya Islamia, New Delhi. Previous to joining MDI, she served Army Institute of Management & Technology, an Institute run for the wards of Indian Army only, for about eleven years. She earned the prestigious 'Chief of Army Staff Commendation Card' for the excellent performance and contribution to her field of work. She developed and conducted customized Management Development programme for judicial officers and court managers of the state of UP. She has been a consultant to Institute of Judicial Training & Research, Lucknow and also to High Court, Allahabad for developing training programme for the judicial officers and court managers. She is an author of two books and has to her credit several articles published in reputed journals that includes case study published by Richard Ivey Business School.



About MDI

The Management Development Institute (MDI) was established in 1973 with the active support of IFCI following an initial grant received from KFW, West Germany. The Institute soon established itself as one of the earliest centers for continuing education in India.

As an endorsement of its front runner position in the field of Post Graduate Education in Management in India, MDI's PGPM (a two-year full time MBA equivalent program) has been awarded "A" Grade by the National Board of Accreditation of All India Council for Technical Education (AICTE). Various surveys have ranked MDI among the top B-schools of the Country. The MDI is the first Indian B-school with Global accreditation AMBA-Association of MBAs, UK. The education programs comprise of two-year full-time PGPM, PGP-HR, PGP-IM, 15-month Executive PGDBM, three-year Executive Management Program, Doctoral level FPM I EFPM, Post Graduate Program in Energy Management, and PG Diploma in Public Policy and Management. In addition to its academic programs, MDI has been a pioneer as well as a market leader in the area of continuing education in management. With over 43 years in this field, MDI conducts nearly 200 weeks of intensive short-term training programs each year, aimed at executives and managers from industry. Over 3000 managers participate in these programs each year. These include open programs, as well as customized organization specific training modules. The approach integrates latest knowledge with best practices through integrated business school activities enabling organizations in pursuit of excellence'.

MDI offers consulting services in the different functional areas of management. The driving force at MDI is a dedicated team of distinguished faculty who has extensive experience and expertise in diverse fields. Over the years, there has been distinctive shift in emphasis from helping design and implement policies, systems and processes in functional domains to cross-functional domains. The institute is recognized by the industry (public and private). Central and State governments, and NGOs and is known for providing quality services to its clients. MDI always strives to provide high quality, cost-effective and timely services to the clients. It has remained contemporary through its primary focus on research, adapting to change and developing innovative strategies to facilitate the process of change in the dynamic business environment. The institute's clients say that it has been able to add value to them by bringing in a strong cross-functional emphasis in their approach to carry out business.

As part of its strong research focus, MDI supports the following research initiatives:

- Centre for Supply Chain Management
- Centre for Excellence in Information Management
- Centre for Entrepreneurship
- Centre for Transformational Leadership
- Centre for Corporate Governance
- Centre for Responsible Business
- Centre for Positive Scholarship

MDI maintains high level of academic excellence in management. It has over 80 full-time faculties who have several years of experience

having worked at senior positions in the industry. The faculty is thus able to deliver a healthy mix of practical insights and academic rigor in the classroom. MDI also has strong links with leading international B-schools. This aids in delivering a globalized management curriculum. As part of the global initiatives, student and faculty exchanges go on regularly. Joint research projects are also undertaken. Above all, MDI has a well developed state-of-the-art infrastructure, which includes a library with a collection of over 60,000 volumes, and online access to international journals, a computer center with over 500 PCs, air conditioned lecture halls and syndicate rooms, besides a host of other recreational facilities.

MDI's International Partners

MDI has active linkages with McGill University, Canada, University of Waterloo, Waterloo, School of Public Policy, George Mason University, USA, University of Connecticut, USA, Cambridge College, Massachusetts, USA, DeGroote School of Business, McMaster University, Canada, Robert H. Smith School of Business, University of Maryland, USA, Marquette University, Wisconsin, USA, Bentley College, USA, The University of North Carolina, Kenan-Flagler Business School, Chapel Hill, USA, North Carolina State University, Raleigh, North Carolina, USA, ESCP-EAP, France, EOHEC Business School, France, The Institute d'Etudes Politiques de Paris (Sciences-Po), IAE Aix-en Provence, France, Total Professors Association (TPA), Paris, Grenoble Ecole de Management, Grenoble, Bergische Universitat Wuppertal, Wuppertal, HHL Leipzig Graduate School of Management, Leipzig, International University in Germany, Bruchsal, European Business School - Oestrich-Winkel, Frankfurt School of Finance & Management, Frankfurt, Vienna University of Eco. & Business Administration, Austria, Copenhagen Business School, Denmark, Aarhus School of Business, Denmark, Solvay Business School, Brussels, The Faculty of Applied Economics, University of Antwerp, Belgium, BI Norwegian School of Management, Norway, Unlversua Carlo Cattaneo. (LIUC), Italy, Bocconi University, Milano, Warsaw School of Economics, Poland, Graduate School of Business Economics, Higher School of International Commerce and Finance (WSHiFM), Warsaw, Middlesex University, London, UK, School of Management, Asian Institute of Technology, Thailand, Queensland University of Technology, Brisbane, University of the Free State, Bloemfontein, University of Otago, Dunedin, Leon Recanati Graduate School of Business Administration, LAHAV Executive Education Centre, Faculty of Management, Tel-Aviv University, Tel-Aviv, Israel, University of Tampere, Finland, Lahore University of Management Sciences (WMS), Pakistan, RSM Erasmus University, Rotterdam, Athens University of Economics and Business, Athens, Moscow International Higher Business School "MIRBIS", Moscow, Huazhong University of Science and Technology (HUST), School of Management, China. These linkages operate in the domains of exchange of students, faculty and knowledge. Some executive education programs are co-designed and delivered along with our partners. MDI now has developed a new niche market for foreign institutions in conducting international executive development programs at MDI campus.



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