

Army Institute of Management and Technology, Greater Noida

Report on Session conducted on IR at Anmol Industries, Greater Noida

Date: 27 November 2023

Venue: Anmol Industries, Greater Noida

Session taken by – Rakesh Mehra

Key Topics Covered:

- Factories Act , 1948
- ESIC
- EPF
- Gratuity
- Bonus

Session Summary:

The IR session commenced with a brief introduction to the concept of industrial relations and its importance in the modern workplace. The session covered The Factories Act(1948) under which information about working hours , health and safety of workers , leaves , overtime and incentives , minimum wages was given. Moreover session also covered dispute resolution mechanisms which are employed to resolve industrial disputes. The facilitator emphasized the importance of maintaining harmonious industrial relations to foster a productive and conflict-free work environment.

Throughout the session, the facilitator encouraged students participation by asking questions, initiating discussions, and providing real-world examples to illustrate key concepts. The students actively engaged in the session and demonstrated a keen interest in understanding various aspects of industrial relations.

Overall, the IR session conducted at Anmol Industries was informative and engaging, providing students with a valuable understanding of industrial relations concepts and their practical application in the workplace.