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This file is a sample synopsis prepared by the editorial desk of ignoumbaprojectmmpp1.com (Shri Chakradhar Publication Pvt. Ltd.) with AI assistance, laid out on the synopsis parts and the six research methodology items of IGNOU's MMPP-001 Project Course guidelines (School of Management Studies), read in November 2026. It is published under BK Sahni's editorial responsibility.

It is a study reference. It shows how an HR field study is planned for MMPP-001. It is not a synopsis you can submit. The words in [square brackets] are for your own facts: your city, your units, your population and your sample. Your topic, your objectives and your writing must be your own, and IGNOU's evaluator decides approval.

What is real in this file: the four Labour Codes, the date they came into force (21 November 2025) and the Lok Sabha answer that states it; the references listed at the end. What is not in this file: any finding, figure or result. Findings can only come from your own data.

The MMPP-001 synopsis goes to the Regional Director of your own Regional Centre with the proforma (page 11 of the guidelines) signed by you and your guide, and your guide's signed bio-data where the guidelines ask for it.

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Project Proposal (Synopsis) for MMPP-001

AWARENESS AND READINESS OF SUPERVISORY STAFF FOR THE FOUR LABOUR CODES: A FIELD STUDY OF MANUFACTURING UNITS IN [CITY]

Submitted by: [Name of the student]

Enrolment No.: [Enrolment number]

Programme: Master of Business Administration (Human Resource Management)

Subject area on the proforma: HRM and OB

Guide: [Name, designation and organisation of the guide]

Regional Centre: [Regional Centre]

Month and year: [Month, year]

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1. Introduction

India's labour law framework changed when the Central Government brought the four Labour Codes into force: the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020; and the Occupational Safety, Health and Working Conditions Code, 2020. In its answer to Lok Sabha Starred Question No. 218 of 15 December 2025, the Ministry of Labour and Employment stated that the four Codes, which amalgamate the relevant provisions of 29 earlier central labour Acts, have come into force with effect from 21 November 2025 across the country, and that States and Union Territories were still finalising their rules.

In a manufacturing unit, the person who first meets these rules on the shop floor is often the supervisor: the one who records attendance and overtime, explains wage slips, handles grievances and enforces safety routines. How much supervisors know about the Codes, and how ready they feel to apply them, shapes how a change in law becomes a change in practice. This study looks at that link in [number] manufacturing units of [city].

2. Rationale of the Study

Most writing on the Labour Codes so far discusses the law itself or the employer's compliance burden. Far less is known about the supervisory layer that turns policy into daily practice. For an HR manager, the awareness of supervisors decides where training is needed first. For the units studied, the study offers a map of awareness by area of the Codes, by experience and by unit size, which can guide internal communication. The study is also feasible for the researcher: [state your access, for example: the researcher works in [industry] in [city] and can reach supervisors of [number] units with the management's permission].

3. Objectives of the Study

Following the MMPP-001 guidelines, the objectives are worded neutrally, with no assumption about what the study will find:

(i) To study the level of awareness of supervisory staff about the main areas covered by the four Labour Codes: wages, industrial relations, social security, and occupational safety,

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health and working conditions.

(ii) To explore the sources from which supervisory staff come to know about the Codes.

(iii) To analyse whether the level of awareness differs by years of supervisory experience, size of the unit and the function supervised.

(iv) To investigate how ready supervisory staff consider themselves to apply the Codes in their daily work.

Hypotheses (for objective iii):

H01: There is no significant difference in the awareness score of supervisors across groups of supervisory experience.

H02: There is no significant difference in the awareness score of supervisors across sizes of unit.

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4. Research Methodology

4.1 Research design

A descriptive field study, the third project type the MMPP-001 guidelines permit (a field study, that is, an empirical study), using a structured questionnaire administered to supervisory staff.

4.2 Nature and source of data

Primary data from the questionnaire. Secondary data: the text of the four Codes and official statements of the Ministry of Labour and Employment, used only for the introduction and for framing the awareness items, not as findings.

4.3 Population, sample and sampling technique, with rationale

Population: supervisory staff (line supervisors, shift in-charges and section heads) of manufacturing units in [city / industrial area], estimated at [N] from [source of the estimate]. Units: [number] units chosen because [reason: for example, they represent small, medium and large units in the area and gave permission]. Sample: [n] supervisors, drawn by stratified

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random sampling with unit size as the stratum, in proportion to the number of supervisors in each stratum. The sample size is read from Krejcie and Morgan's (1970) table for a population of [N]: [n]. The rationale for the organisations and the sample must be your own and specific to your access.

4.4 Tools and questionnaire, and their relevance to the objectives

Part of the questionnaire	What it asks	Objective served
A. Profile	Experience, unit size, function, education	(iii)
B. Awareness	[number] statements across the four areas of the Codes, answered on a five-point scale from 'n	(i), (iii)
C. Sources	Where the respondent first heard about the Codes (management circular, training, union, news	(ii)
D. Readiness	[number] statements on confidence to apply the Codes in daily work, five-point scale	(iv)

The reliability of scales B and D will be checked with Cronbach's alpha (Cronbach, 1951) after a pilot with [number] supervisors outside the sample. Content validity: the awareness items will be reviewed by the guide against the text of the Codes.

4.5 Method of data collection

The questionnaire will be given in person [and/or online] in [language(s)] during [months], with the written permission of each unit's management and the informed consent of each respondent. No name of any respondent will be recorded or reported.

4.6 Statistical tools, and their relevance to the objectives

Objectives (i), (ii) and (iv): frequencies, percentages, mean and standard deviation of the scale scores. Objective (iii) and hypotheses H01 and H02: one-way ANOVA (or the Kruskal-Wallis test if the scores are not normally distributed) across experience groups and unit sizes; the chi-square test for sources by unit size. Analysis in [software].

5. Limitations of the Study

The study covers [number] units in one city, so its findings describe those units only. Awareness is self-reported. The State rules under the Codes may change during the study period [state the rules position in your State at the time], which can affect how supervisors answer. Time and access limit the sample to [n] respondents.

Chapter plan for the report

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Following the report structure in the MMPP-001 guidelines: Introduction (with the review of literature and the profile of the units); Research Methodology (with reliability and validity of the tools); Results and Discussion; Summary and Conclusion; Recommendations; Limitations and scope for further research; References; Annexures (questionnaire).

Review of literature to be built

[Write your own review from studies you read: on labour law awareness among employees and supervisors, the role of supervisors in HR policy implementation, and the Labour Codes. List every study you cite in the references, and only those.]

References

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