# HUMAN RESOURCE MANAGEMENT LEGAL ASPECTS IN HUMAN RESOURCES AND BUSINESS EXPOSURE [DSE]

Semester: III Credits: 2+2 Subject Code: BB32106C Lectures: 48

#### **Course Outcomes**

At the end of the course, the learner will be able to

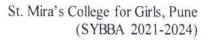
- Categorize and assess the impact of various rights of employees at the workplace.
- · Identify and examine the legal issues related to HR in the Organisations.
- · Relate to the concept and significance of Wage & Salary Administration.
- Analyze the concepts and applications of different Legal Aspects in HR.

Unit 1: Introduction to Legal issues /Legal aspects in HR	
Legal issues- Concept, Importance	
<ul> <li>Meaning of Employer and Employee</li> </ul>	
Rights of an Employee	
HR policy- Meaning and Significance	
<ul> <li>Legal issues related to HR in an Organization</li> </ul>	
• Law Vs Ethics, Case Study	100

Unit 2: Wage & Salary Administration and Legal framework	12
Wage & Salary Administration	
<ul> <li>Meaning &amp; Definition of Wage &amp; Salary</li> </ul>	
<ul> <li>Objectives of Wage &amp; Salary Administration</li> </ul>	
<ul> <li>Wage Differentials</li> </ul>	
<ul> <li>Factors affecting Wage &amp; Salary Levels</li> </ul>	
<ul> <li>Equal Remuneration Act- 1976- Scope, Objectives, application</li> </ul>	
Payments of wages Act 1936- Scope, Objectives, application	

Unit 3: The Payment of Gratuity Act,1972 and Sexual Harassment Act 2013	12
Sexual Harassment of Women at Workplace (Prevention, Prohibition And	
Redressal) Act 2013	
o Introduction,	
<ul> <li>Main Features of the Act, Provisions,</li> </ul>	
<ul> <li>Vishaka Guidelines</li> </ul>	
The Payment of Gratuity Act, 1972	
o Introduction,	
<ul> <li>Scope and Application,</li> </ul>	
<ul> <li>Definitions and Provisions under this Act.</li> </ul>	

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# Unit 4: Business Exposure

14

- Learners are required to visit and collect data from
  - o HR department of any small/ medium or large scale industry individually or in groups and study HR policies, Legal issues, calculations of Wage Differentials.
  - Students can visit regional gratuity office to understand its functioning
  - Any other Government Organization eg. Employment exchange, PPF
     Office, Nationalized banks, Private banks, etc.
- Learners are required to prepare Project on collected data.
- Viva-voce will be conducted on the submitted project report.
- Report will be based on 30 Marks and Viva 20 Marks

# 12 hours for Library work, practical or field work or research purposes

## Recommended References Books:

- N.D.Kapoor, Element of Mercantile law, Sultan Chand and sons 2011
- Juli Verma, Shweta Chand, HRM and Industrial Relations, Himalaya Publishing House. New Delhi, 2014
- S.N.Mishra, Labour & Industrial Laws, Central law publication Allahabad
- S. P. Jain, Simmi Agarwal, Industrial and Labour Laws, Dhanpat Rai & Co. (P) LTD. New Delhi
- Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal)
   Act 2013 Professional book publishers Delhi
- H L Kumar, Labour and Industrial laws, Universal Publication Delhi

#### Websites:

https://courses.lumenlearning.com/wmopen-retailmanagement/chapter/legal-issues-in-human-resource-management/

## E- Resources

- 1. https://nlist.inflibnet.ac.in/
- 2. https://search.ebscohost.com/

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