



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	10
<ul style="list-style-type: none">• Legal issues- Concept, Importance• Meaning of Employer and Employee• Rights of an Employee• HR policy- Meaning and Significance• Legal issues related to HR in an Organization• Law Vs Ethics , Case Study	

Unit 2: Wage & Salary Administration and Legal framework	12
<ul style="list-style-type: none">• Wage & Salary Administration<ul style="list-style-type: none">○ Meaning & Definition of Wage & Salary○ Objectives of Wage & Salary Administration○ Wage Differentials○ Factors affecting Wage & Salary Levels• Equal Remuneration Act- 1976- Scope, Objectives, application• Payments of wages Act 1936- Scope, Objectives, application	

Unit 3: The Payment of Gratuity Act,1972 and Sexual Harassment Act 2013	12
<ul style="list-style-type: none">• Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act 2013<ul style="list-style-type: none">○ Introduction,○ Main Features of the Act, Provisions,○ Vishaka Guidelines• The Payment of Gratuity Act, 1972<ul style="list-style-type: none">○ Introduction,○ Scope and Application,○ Definitions and Provisions under this Act.	

Board Of Studies	Name	Signature
Chairperson (HoD)	Dr. Rama Venkatachalam	<i>Rama Venkat</i>

15/05/24



Unit 4: Business Exposure	14
<ul style="list-style-type: none">• Learners are required to visit and collect data from<ul style="list-style-type: none">○ 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/>

Board Of Studies	Name	Signature	
Chairperson (HoD)	Dr. Rama Venkatachalam		
Faculty	Mrs. Kajal Jaisinghani		
Faculty	Ms. Abhradita Chatterjee Nahvi		
Subject Expert (Outside SPPU)	Mr. Abhijeet Chavan		
Subject Expert (Outside SPPU)	Dr. Sabiha Fazalbhoy		
VC Nominee	Dr. Varsha Deshpande		
Industry Expert	Mr. Sitesh Thadhani		
Alumni	Ms. Devi Krishna		

Board Of Studies	Name	Signature
Chairperson (HoD)	Dr. Rama Venkatachalam	