



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

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

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Unit 4: Business Exposure

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- Learners are required to visit and collect data from
 - 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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