



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

<b>Semester: III</b>	<b>Credits: 2+2</b>	<b>Subject Code: BB32106C</b>	<b>Lectures: 48</b>
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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.

<b>Unit 1: Introduction to Legal issues /Legal aspects in HR</b>	<b>10</b>
<ul style="list-style-type: none"><li>• Legal issues- Concept, Importance</li><li>• Meaning of Employer and Employee</li><li>• Rights of an Employee</li><li>• HR policy- Meaning and Significance</li><li>• Legal issues related to HR in an Organization</li><li>• Law Vs Ethics , Case Study</li></ul>	

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

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

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15/06/24



<b>Unit 4: Business Exposure</b>	<b>14</b>
<ul style="list-style-type: none"> <li>Learners are required to visit and collect data from             <ul style="list-style-type: none"> <li>HR department of any small/ medium or large scale industry individually or in groups and study HR policies, Legal issues, calculations of Wage Differentials.</li> <li>Students can visit regional gratuity office to understand its functioning</li> <li>Any other Government Organization eg. Employment exchange, PPF Office, Nationalized banks, Private banks , etc.</li> </ul> </li> <li>Learners are required to prepare Project on collected data.</li> <li>Viva-voce will be conducted on the submitted project report.</li> <li>Report will be based on 30 Marks and Viva – 20 Marks</li> </ul>	

# 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**

- <https://nlist.inflibnet.ac.in/>
- <https://search.ebscohost.com/>

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