

**MANAGEMENT OF HUMAN RESOURCES, SAFETY,
AND QUALITY IN CONSTRUCTION
(ELECTIVE – I)**

Course Code: 13CE2106

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Course Outcomes:

At the end of the course, the student will be able to:

CO1 : Outline the different aspects of organisation structure

CO2 : Explain about the importance of worker participation and grievance redressal

CO3 : demonstrate the ability to apply the labor laws for different situations

CO4 : Illustrate the importance of safety and its benefits

CO5 : Summarise the importance of quality and quality assurance

UNIT-I

INTRODUCTION TO HUMAN RESOURCES MANAGEMENT

Introduction – Concept– Growth – Role and functions of HRM- Manpower Planning for Construction Companies – Line & Staff functions - Attendance, Wage and salary administration – Discipline– Separation.

UNIT-II

LABOUR LEGISLATION

Labour laws - Interstate migration- Industrial relations –Collective Bargaining – Worker’s participation in management-Grievance handling- disciplinary procedure - women in construction industry

UNIT-III

LABOR LAWS

Labor Act-2003, Social security measures in labor laws. Introduction in social security laws; Payment of gratuity act – 1972, Employees fund & Miscellaneous Provisions Act- 1952, Employees State Insurance Act- 1948, workmen’s Compensation Act- 1923

Labor welfare: Meaning- Statutory and Non Statutory Act

UNIT-IV

SAFETY MANAGEMENT

Importance of safety – causes of accidents – responsibility for safety – Role of various parties in safety management – safety benefits – approaches to improve safety in Construction for different works – Measuring safety

UNIT-V**QUALITY MANAGEMENT**

Importance of quality, Elements of Quality-quality characteristics – design quality - quality conformance, contractor quality control - important specifications- incentives and penalties in specifications - workmanship as a mark of quality – final inspection – quality assurance techniques - inspection, testing, sampling.

TEXTBOOKS

1. Mallik P L, Sumeet Mallik, “*Industrial Law*”, 24th Edition, Eastern Book Company, 2013.
2. Prasad R.M., “*Human Resource Management*”, 2nd Edition, S.Chand Publishers, 2005

REFERENCES

1. Dwivedi R S, “*Human Relations and Organizational Behavior*”, 5th Edition, Mc Millan, 2011.
2. Mamoria C.B & Gankar S.V., “*Personal Management*”, 29th Edition, Himalaya Publishing House, 2009.
