

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

**Course Code: 13CE2106**

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4 0 3**

**Course Educational Objectives:**

To understand and apply the policies and practices and to gain knowledge, skills, abilities, attitudes in the areas of human resource, safety and quality in construction.

**Course Outcomes:**

To regularly promote the significance of ownership, a sense of belonging, and meaningful involvement of the site workforce in safety procedures and the advantages of sharing information.

**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*”, 24<sup>th</sup> Edition, Eastern Book Company, 2013.
2. Prasad R.M., “*Human Resource Management*”, 2<sup>nd</sup> Edition, S.Chand Publishers, 2005

**REFERENCES**

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

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