

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

Course Code: 15CE2106

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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 (10-Lectures)

INTRODUCTION TO HUMAN RESOURCES MANAGEMENT

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

UNIT-II (10-Lectures)

LABOUR LEGISLATION

Labour laws - Interstate migration- Industrial relations –Collective Bargaining – Workers participation in management-Grievance handling-disciplinary procedure.

UNIT-III (10-Lectures)

LABOR LAWS

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

Labor welfare: Meaning- Statutory and Non Statutory Act

UNIT-IV (10-Lectures)
SAFETY MANAGEMENT

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

UNIT-V (10-Lectures)
QUALITY MANAGEMENT

Importance of quality, Elements of Quality-quality characteristics – quality conformance, contractor quality control - important specifications- incentives and penalties - workmanship - 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., “*Pesrsonal Management*”, 29th Edition, Himalaya Publishing House, 2009.