UGC Sponsored
Two Day National Seminar on
STATUTORY COMPLIANCES OF
HUMAN RESOURCES AT WORKPLACE
(NSSCHRW - 2019)
09 - 10 March, 2019

To
Prof./Dr./Sri ____________________________

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From:
Dr. NAGARAJ U BATTU
Seminar Director, NSSCHR-2019
Dept. of Human Resource Management
ACHARYA NAGARJUNA UNIVERSITY
Nagarjuna Nagar - 522 510
Guntur District, Andhra Pradesh, India
Seminar E-mail: nsschrw2019@gmail.com
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2 Day National Seminar on

STATUTORY COMPLIANCES OF HUMAN RESOURCES AT WORKPLACE
(NSSCHRW - 2019)

Organized by
Department of Human Resource Management
ACHARYA NAGARJUNA UNIVERSITY
Nagarjuna Nagar, Guntur, Andhra Pradesh, India
www.anu.ac.in

Date & Time :
9-10 March, 2019
at 10:30 AM

Seminar Director
Dr. NAGARAJU BATTU

Venue
Prof. L. Venugopal Reddy Seminar Hall
Dr. H.H. Deichmann & Dr. S. John David Auditorium
Acharya Nagarjuna University Campus
About the University

The Acharya Nagarjuna University has completed 42 years of its existence. It was inaugurated on 11th September, 1976 by the former President of India, Sri. Fakruddin Ali Ahmed. The University was established by Act 43 of 1976 of A.P. State Legislature and Governed by Act 4 of 1991. The University is spread across sprawling 300 acres located on the NH16, within the Capital Region of Amravati, between the Vijayawada and Guntur. ANU offers post-graduate education in 47 courses. The University runs PG Campus at Ongole and has over 450 affiliated colleges in Guntur and Prakasam Districts.

University College of Arts, Commerce and Law

The University College of Arts, Commerce and Law were established on 1st November, 2010 consequent to the decision made by the university to divide the campus college into 6 colleges. Today, it has 16 Departments and 8 Research Centers and all the Departments are equipped with Departmental Libraries, Computer Labs, Smart Classrooms, Seminar Halls, etc.

About the Department

Bommidala Department of Human Resource Management was established in the year 1994. Bommidala Charitable Trust, Guntur donated Rs. 20 Lakhs as an endowment fund for the HRM Department. MHRM is a job oriented course, both theoretically, practically planned under semester system, to provide professional orientation to the students. This course is intended to increase the tempo of industrialization, considering the growing importance of personnel function in industrial and business Organizations and to address the need for
trained personnel. The Department maintains excellent liaison with Industrial Organizations and all concerned Government offices by sending the students for field work and practical training. MHRM students interact regularly with corporate managers through extension lectures, workshops and seminars arranged by the department.

**About the Seminar**

India is a diverse country. Consequently, the country’s workforce is also made up of persons from widely varied backgrounds: cutting across borders of region, gender, caste and religion. In light of this background, the importance of strong antidiscrimination laws is paramount in India. The country has implemented laws concerning non-discrimination on certain factors, including gender, disability and pregnancy. These laws are applicable to both public and private enterprise and are enforced strictly.

There is a view that the Indian Labor Legislation has vowed its commitment to the welfare of workers alone. Despite numerous legislations, the enforceability always seemed to lack in India, thus defeating the very purpose. Labor market flexibility is a very important factor that influences the flow of foreign direct investment in any country. A need was seen for having fewer laws, like a unified labor code and ensuring better enforcement.

Executing of Labor legislation is vital aspect in the economy of any country and to achieve balanced growth and development exhibits and emphasizes blending of both economic efficiency and the well-being of the people as a whole. This is a delicate balance to achieve but not an impossible milestone. Experience shows that legislation proposals imposed from above are less effective. To optimize the effectiveness, complex web of interests has to be taken into considerations and solutions has to be tested and honed.
through the process of social dialogue, and which therefore enjoy broad support within society. Organizations must abide by with respect to the treatment of their employees in reference to statutory compliance execution by HR and to bear productive eco work culture and which is priceless.

Every Organization has one common thing at its core — people. Without people, no organization can function. These people are the Organization’s employees, who work in various roles to fulfill its purposes. For an Organization to function well it needs to be organized and streamlined, with proper norms and regulations set in place. These regulations extend to every facet, including the company’s interactions with its employees and its finances. A lot of Organizations efforts and money goes into ensuring compliance to these laws which could deal with a range of issues; from the payment of minimum wages to maternity benefits or professional taxes. A deep knowledge of statutory compliances is required to minimize the risk associated with the non-compliance of statutory requirements. Therefore, dealing with statutory compliance requires for Organizations to be well-versed with the various labour regulations in India and understand in right perspective and need to align with.

Over a period of time several amendments have been made to the existing labour legislations as per the needs of the industry. The case in point is the latest amendment to the Factory Act whereby women worker is allowed to work between 7pm and 6am. Such amendments have been done after industry associations like NASSCOM and ASSOCHAM recommendations to the labour ministry. Now BPO and IT sector which employs a large women workforce during its night shifts benefits tremendously from this amendment to the Factory Act.

Under the Constitution of India, Labour is a subject in the concurrent list where both the Central and State Governments are competent to enact legislations. The following are the sub-themes:
Sub-Themes
1. Labour Legislations – Emerging Trends In Execution by the Organizations
2. Working Conditions Legislations
3. Wage Legislations
4. Social Security Legislation
5. Industrial Relations Legislation

Guidelines:
Manuscripts should be typed in 12 font-sizes, Times New Roman, 1.5 spaced with 1” margin on a standard A4 size paper. It should be organized in the following order: title, name(s) of author(s) and his/her (their) complete affiliation(s) including zip code(s), Abstract, Introduction, Main body of paper, Conclusion and References and not more than 8 pages.

Publication:
Only Selected papers will be published after seminar.

Originality:
All submission papers must be original and should not have been copied, published or accepted in a journal or conference proceedings, or presented at another conference.

Best Paper Awards:
The best paper certificate will be awarded in each theme for their work of ingenuity, importance and quality research as adjudged by an awards committee.

Important Dates:
Send Abstract on or before: 2nd March, 2019
Submission of Full Paper : after seminar as per the prescribed format
Seminar Brochure, registration and copy right forms are available on the website. Each author must be registered separately. The Seminar fee includes seminar kit, refreshments, tea and lunch.
Delegates can also pay registration fee by Demand Draft drawn in favor of The Seminar Director, NSSCHRWR 2019 payable at Andhra Bank, A/c. 1508111000002102, IFSC Code: ANDB0001508, ANU Campus (Code 1508), Nagarjuna Nagar - 522 510, Guntur, Andhra Pradesh, India.

**Accommodation:**

Accommodation will be provided as per the request of the delegates on payment basis. Please contact the Seminar Director.

**Organizing Committee**

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For any further queries please feel free to contact

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UGC Sponsored
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PAYMENT DETAILS

Demand Draft No: ……………………..……..Dated:…………
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(Registration fee can be paid by Demand Draft drawn in favour
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