



# HR FORTE

SCHOOL OF BUSINESS AND MANAGEMENT  
MASTER OF BUSINESS ADMINISTRATION  
Kengeri Campus

WORKPLACE COMPLIANCES:  
Understanding the Vital Shifts

HR SPECIALIZATION

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# FOREWORD

As workplace dynamics evolve, compliance requirements are undergoing significant transformations. Organizations today must navigate a rapidly changing regulatory landscape, ensuring that policies align with legal mandates while fostering ethical and inclusive work environments. From labor laws to data privacy regulations, compliance is no longer just about meeting legal obligations it's about building a culture of accountability and fairness.

In recent years, there has been a shift toward more employee-centric compliance frameworks. Companies are now focusing on areas such as diversity and inclusion, workplace safety, and mental health policies, ensuring that compliance goes beyond paperwork to genuinely enhance employee well-being. The rise of technology, particularly AI-driven compliance tools, is streamlining policy implementation, monitoring adherence, and reducing risks associated with non-compliance.

With stricter enforcement of labor laws, ESG (Environmental, Social, and Governance) reporting requirements, and the increasing importance of ethical AI use in HR, businesses must stay ahead by embracing proactive compliance strategies. Understanding these vital shifts is essential for organizations to not only avoid legal repercussions but also to build workplaces that are resilient, inclusive, and future-ready.

## TEAM HR FORTE

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# EDITOR'S NOTE

## *Changing Workforce Compliances in India*

In order to support sustainability within enterprises, green human resource management, or green HRM (GHRM), incorporates environmental management into HR procedures. It entails procedures and regulations designed to promote an environmentally friendly workplace by motivating workers to adopt sustainable habits, lessening their environmental impact, and coordinating corporate objectives with environmental stewardship.

GHRM strategies encompass hiring workers who share the same values, educating them about sustainable activities, and including environmental considerations into performance reviews. Organizations that integrate sustainability into their corporate culture not only meet environmental standards but also improve their reputation, cut expenses, and make a good impact on the environment.

Significant gains in corporate sustainability have been made with this strategy, including lower energy and trash usage and higher staff engagement and morale. Unilever's focus on Green HRM (sustainable living plan) has allowed it to better align its staff with sustainability goals, proving that Green HRM can be an effective tool for accomplishing long-term economic and environmental goals. Patagonia's outdoor clothing brand is widely recognized for its dedication to ecological sustainability, which encompasses its human resources procedures. In order to reduce waste, Patagonia's "Worn Wear" program encourages both staff and consumers to mend, reuse, and recycle their apparel. Additionally, the organization offers its staff resources and training to support sustainable living at work and at home. Google offers green workplace environments to its employees that encourage energy efficiency and minimize waste, as part of its HR strategy to incorporate sustainability. By offering incentives for carpooling, biking, and the usage of electric automobiles, the company promotes environmentally friendly modes of transportation. Additionally, Google involves its staff in environmental projects including creating data centers that use less energy and promoting the use of renewable energy sources. Through its "Eco Eye" campaign, which encourages environmental responsibility among employees, the Indian IT giant Wipro has embraced GHRM. In addition to implementing green office practices including waste management, water conservation, and energy saving, Wipro offers training programs on sustainability. Additionally, the organization promotes staff involvement in neighborhood-based environmental initiatives.

From the above examples it is evident that these days, businesses are putting a lot of emphasis on environmental management and integrating GHRM techniques into organizational environmental initiatives. Green HRM entails implementing eco-friendly HR practices that boost productivity, cut costs, and improve employee engagement and retention thereby resulting into organizational sustainability, employee retentivity, societal responsiveness and above all creating a happy cohabitate for both the organization and the environment.

Wishing you all happy 'Greening' and happy reading...

Happy reading!  
Dr. Deepti Sinha  
Editor

# India's Labour Law Overhaul:

## Understanding the Four New Labour Codes

Based on the inputs from the second National Commission on Labour report of 2002 and also the Global Commission on Future of Work, 2019, constituted by the International Labour Organization (ILO) and to make labor governance more worker and employer-friendly, the Ministry of Labour, Government of India decided to simplify, rationalize and amalgamate the existing 29 labor laws into Four codes - Wages; Industrial Relations, Social Security and Occupational Safety, Health, and Working Conditions.

### The Objectives of Codification:

#### 1. Reduced compliance burden

- Forms: 181 to 73
- Registers: 84 to 8
- Registrations: 8 to 1
- Returns: 31 to 1

#### 2. Increased thresholds for application

- Factory licence: 10 & 20 to 20 & 40
- Contract Labour Licence: 20 to 50
- Certification of Standing Orders: 100 to 300 workers
- Prior permission for retrenchment, lay-off & closure: 100 to 300 workers

#### 3. Decriminalization

#### 4. Standardization

- Fixed Term Employees eligible for benefits similar to permanent employees
- Definitions standardized across codes
  - Wages
  - Appropriate Government
  - Worker / Employee

## 5. Universalization:

- Minimum wage rates for all employment
- Appointment letters for even contract labor
- Social Security coverage for gig & platform workers
- Wage ceiling removed for payment of wages coverage

## Meaning of Worker & Employee:

- Worker means manual, skilled, unskilled, technical, operational, or clerical work.
- A supervisor earning wages of less than fifteen thousand rupees per month.
- Sales Promotion Employees
- Working Journalists
- Employee means Manager or Administrator and Supervisor drawing wages greater than ₹ 15,000/- p.m.
- Apprentice engaged under the Apprentice Act, 1961 & Armed Forces or Police personnel are excluded from the worker & employee concept.

## Common Definition of Wages:

Specific Inclusions	Specific Exclusions	Other Inclusions
Basic Pay	Bonus under the Bonus Act	Any allowance not coming under specific exclusions
Dearness Allowance (DA)	Value of house accommodation or supplies	
Retaining Allowance	Employer's contribution to pension or PF	
	Conveyance Allowance / Travel Concession	
	Special expenses payment	
	House Rent Allowance (HRA)	
	Remuneration payable under an award or settlement	
	Overtime Allowance	
	Commission	
	Gratuity	
	Retrenchment compensation or Ex-gratia	

Note: Exclusions capped at 50% of the Wages



## 1.Code on Wages, 2019:

### Differences between Wage Code & Earlier Acts

CATEGORY	EARLIER ACT	CODE ON WAGES
Application of Minimum Wages (MW)	To specific schedules of employment	Universal, based on skill level & geography
Floor Wages	No such provision under the MW Act, 1948	Central Government will fix floor-level wages
		May be different based on states or regions
Limitation Period for Claims	6 months	2 years
Applicability of Payment of Wages (PW)	Employees drawing < ₹ 24,000/- as wages per month	Universal coverage irrespective of employee or wage drawn
Disqualification for Bonus	Dismissal for misconducts such as fraud, riotous & disorderly behavior, theft	In addition to earlier misconducts, a conviction for sexual harassment

## 2.Social Security Code, 2020:

### Differences between SS Code & Earlier Acts

CATEGORY	EARLIER ACT	CODE ON WAGES
Registration	Separately under each act	Single registration under the code
Coverage of Gig, Platform & Unorganized Workers (UW)	No coverage	Covered under ESIC against contributions
NSSB & SUWB	No such board	42-member board
Schemes for Gig, Platform & UW	Did not exist	To be framed by Central & State Government on specified subjects
Liability of Extra Sickness Benefit	Did not exist	For Insured Persons (IP) under insanitary working conditions or tenements
		Liability of Owner or Occupier

### 3. Industrial Relations Code, 2020

#### Differences between IR Code & Earlier Acts

CATEGORY	EARLIER ACT	INDUSTRIAL RELATIONS CODE
Limitation for Application	Individual dispute on termination – 3 years	Individual dispute on termination – 2 years
Adjudication Forum	Labour Court / Industrial Tribunal / National Industrial Tribunal / Board of Enquiry	Tribunal / National Tribunal
	Presiding Officer	Judicial Member & Administrative Member
Commencement of Conciliation	Notice of strike/lock-out is received by Conciliation Officer	Date on which the first conciliation meeting is held
Conclusion of Conciliation	Failure of conciliation report is received by appropriate government	Failure of conciliation is recorded by the Conciliation Officer
Appeal from GRC	To Employer	To Conciliation Officer through Trade Union

CATEGORY	EARLIER ACT	INDUSTRIAL RELATIONS CODE
Strike or Lockout Window	6 weeks from notice	60 days from notice
Flash Strike	Not prohibited	Completely prohibited
Application of	Chapter VA – 50 to 99 workmen are employed	Chapter IX – 50 to 299 workers are employed
	Chapter VB – ≥100 workmen are employed	Chapter X – ≥300 workers are employed
Prior Permission for Layoff, etc.	100 or more workmen were employed	300 or more workers are employed
Reemployment of Retrenched Worker	No time limit was prescribed	Within a period of 1 year

CATEGORY	EARLIER ACT	INDUSTRIAL RELATIONS CODE
Workers Reskilling Fund	Did not exist	15 days wages of the worker immediately before retrenchment
Trade Union Recognition	No such provision existed	Provision for Negotiating Union & Negotiating Council introduced
Fixed Term Employment	Did not exist with such benefits	Eligible for all statutory benefits, including gratuity for even serving less than 5 years

#### Fixed Term Employment

- Engagement of *worker* for a fixed period
- Based on written contract of employment

#### Conditions:

- Equal hours of work, wages, allowances & other benefits as permanent worker doing the same work or work of a similar nature
- Prorated statutory benefit as a permanent employee even if the qualifying period of service is not put in.
- Eligible for gratuity for 1 year of service



## 4. OSH & Working Conditions Code, 2020

### Differences between OSH Code & Earlier Acts

CATEGORY	EARLIER ACT	OSH CODE
Registration	Separate registrations under different acts	Single registration under the code
Appointment Letter	Did not exist	To be issued to every employee
Welfare Officer	500 workers in a factory	250 workers in a factory, mine, or plantation
Safety Committee & Safety Officer	1000 workers	Factory – 500 workers
		Hazardous Process / BOC – 250 workers
		Mine – 100 workers
Rights of Employee	Did not exist	Right to obtain information regarding employee's health & safety & Safety Committee reports

CATEGORY	EARLIER ACT	OSH CODE
Overtime Working	No such provision	Employer can take overtime work with consent of worker
Leave Encashment	Did not exist	Entitled to encash leave beyond ceiling
Contract Labour Licence	No multi-state single licence	Single multi-state or national licence
	Validity for one year	Validity for five years
	Licence for engaging 20 or more CL	Licence for engaging 50 or more CL
Recovery from CL	No such provision	Contractor shall not charge any fee or commission from CL
Welfare Facilities for CL	Primary responsibility is of the contractor	To be provided by the Principal Employer

The transition from earlier labor laws to the Code on Wages, Industrial Relations Code, and OSH Code represents a significant shift towards simplification, uniformity, and enhanced worker protection.

The reforms introduced universal coverage, extended benefits, and streamlined processes, making compliance easier while ensuring fairness for employers and employees. Key improvements include broader wage applicability, enhanced dispute resolution mechanisms, better working conditions, and social security measures for gig and platform workers.

These changes aim to create a more transparent, inclusive, and efficient labor ecosystem that balances economic growth with employee welfare. However, successful implementation will depend on effective enforcement, stakeholders' awareness, and organizations' adaptability to the evolving labor landscape.



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# Workplace Compliances: Understanding the Vital Shifts.

In the fast-moving business environment of the present times, workplace compliance has become an integral part of ethical and sustainable business practices. With changing labour laws, regulatory reforms, and growing emphasis on employee well-being, organizations need to bring their HR practices in sync with technological development and human-centric policies. The Indian labour law regime has seen a significant change with the merging of 29 labour laws into four easy-to-grasp labour codes to facilitate ease of doing business and worker safety.

The United States (U.S.), however, has a decentralized labour law system with federal, state, and local laws influencing employment laws. As compliance norms change, companies need to implement green workplace policies, AI-based unbiased recruitment, and work-from-home policies to remain legally and ethically compliant.

## ***The Four New Labour Codes in India: A Structural Overhaul***

The Indian labour law regime has been reformed with the enactment of four labour codes.

The Code on Wages, 2019 introduces a universal minimum wage across all sectors and includes a National Floor Wage to balance regional variations. The Industrial Relations Code, 2020 raises the lay-off limit from 100 to 300 workers to facilitate restructuring of employees by companies.

The Social Security Code, 2020 provides social security coverage (EPF, ESI, gratuity) to gig economy workers, platform workers, and unorganized sector workers. The Occupational Safety, Health, and Working Conditions Code, 2020 provides for health check-ups every year, the safety of migrant workers, and flexible working hours for women, including nights.

These reforms are directed towards ease of compliance, worker safety, and economic growth. Issues persist with enforcement, protection from retrenchment, and state-level uniform application.

## ***Major Trends in U.S. Labor Law: Strengthening Employee Protection***

In comparison to India's centralized labour law reforms, the U.S. is a decentralized system with federal labour laws establishing a minimum standard, but state laws mandating further protections. Recent U.S. employment law trends include minimum wage hikes in various states, including California and New York, which have mandated minimum wages of \$15 per hour, higher than the federal wage of \$7.25 per hour. Furthermore, California's AB5 law deems gig workers (Uber, DoorDash, etc.) as employees and are entitled to health benefits, paid time off, and minimum wage protection. The Occupational Safety and Health Administration (OSHA) has been enforcing tougher workplace safety rules, particularly for remote workers and COVID-19 protective equipment. The Family and Medical Leave Act (FMLA) now mandates greater paid leave benefits, while corporate diversity initiatives are under tighter scrutiny in light of recent Supreme Court decisions regarding affirmative action.

### ***Indian vs. US Labour Laws: A Comparison***

While both India and the U.S. place strong emphasis on worker protections, the regimes of legislation are different in various ways. India's Social Security Code covers gig and platform workers, while America's is patchy and state-specific. India's national floor wage guarantees the minimum wage equalization, while the U.S. has state wage laws, which lead to disparities. Indian workplace safety legislation requires mandatory health check-ups, while the U.S. has OSHA workplace safety legislation for all sectors. India allows retrenchments without authorization to companies with up to 300 workers in industrial relations, while the U.S. has the "at-will employment" doctrine where lay-offs are allowed without cause.

### ***Strategies for Compliance & Implementation***

To be in regulatory compliance with evolving labour laws, organizations need to adopt pro-active HR practices. Organizations need to revise job contracts and compensation plans to be in regulatory compliance with new labour laws. Salaries, social security contributions, and compliance with workplace safety legislation will be monitored through the adoption of HR technology solutions. Periodic employee training on workplace rights, ethical conduct, and new workplace policy revisions needs to be conducted. Compliance audits and legal counsel need to be conducted to ensure that organizations are in regulatory compliance. Developing a compliance culture where employees feel safe to report unethical conduct without fear of harassment is the solution to having an ethical and transparent workplace.

### ***Navigating Compliance in a Changing Legal Landscape***

The international landscape of labour laws is changing dramatically, and companies have to cope with legal, social, and economic reforms. India's new labour codes bring simplification but implementation issues, while the U.S. is decentralized and there are compliance differences state-wise. Companies have to adopt technology-enabled compliance solutions, legal audits, and employee training programs to remain compliant with emerging labour regulations. With sustainability, AI-enabled HR solutions, and worker protection defining the future of employment law, compliance will remain a central driver of business success and ethical stewardship.

Gouthamy P Nair  
Student (MBA-HR)



# Workplace Compliances: Legal Frameworks, Ethical Standards & Digital Security.

In the ever-changing business landscape of today, workplace compliance forms the very center of maintaining professionalism, ethical behavior, and adherence to law. Compliance is proof of an organization's commitment towards employee welfare, process effectiveness, and business ethics.

Workplace compliance regulations impose two fundamental obligations:

- **Employer Liability for Workplace Safety:** Companies are supposed to ensure a safe workplace environment through proper training and responding immediately upon employee complaint of infringement of rights.
- **Employee Conduct and Ethical Standards:** Firms must prevent inappropriate behavior, like discrimination and abuse, by supervisors or among co-workers. Preventive training and a positive company culture are required to uphold these standards. Employees cannot be entirely self-regulated rules and regulations with proper reinforcement mechanism are required to ensure compliance and accountability

Different countries have different legal mechanisms to protect workers as in India.

The Industrial Disputes Act of 1947 facilitates the resolution of labor disputes, and the Payment of Wages Act, 1936 provides for timely and just remuneration. The Fair Labor Standards Act (FLSA) regulates minimum wage, overtime pay, and child labor. Prioritizing Diversity, Equity, and Inclusion (DEI) One of the major shifts in workplace compliance is the addition of DEI policies. Organizations nowadays are conscious of the necessity of non-discriminatory hiring, equal opportunity policies, and anti-harassment measures. Some of the major regulations are the prevention of sexual Harassment (POSH) Act because it mandates strict policies against workplace harassment in India. In US Equal Employment Opportunity (EEO) legislation it mandates non-discrimination policies.

Cybersecurity and Digital Compliance with the increasing digital world, protecting employee and customer data is an essential compliance requirement. Laws such as the General Data Protection Regulation (GDPR) and Personal Data Protection Bill in India mandate strong data security measures. Health and Safety Regulations Labor legislation in the workplace is another pillar of compliance. Legislation like the US Occupational Safety and Health Act (OSHA) and India Factories Act enforces safe workplaces by minimizing workplace hazards.

Adapting labour laws, being inclusive, safeguarding data, making health and safety a top priority and offering ethics training programme are necessary to evolve a sustainable and responsible workplace. Companies willing to evolve towards this change will not only lower the risks but also grow to strong and credible workforce.

Aishwarya S  
Student (MBA-HR)





# Workforce Compliance: Understanding the Vital Shift

*Balancing innovation, ethics, and regulations for a future-ready workplace*



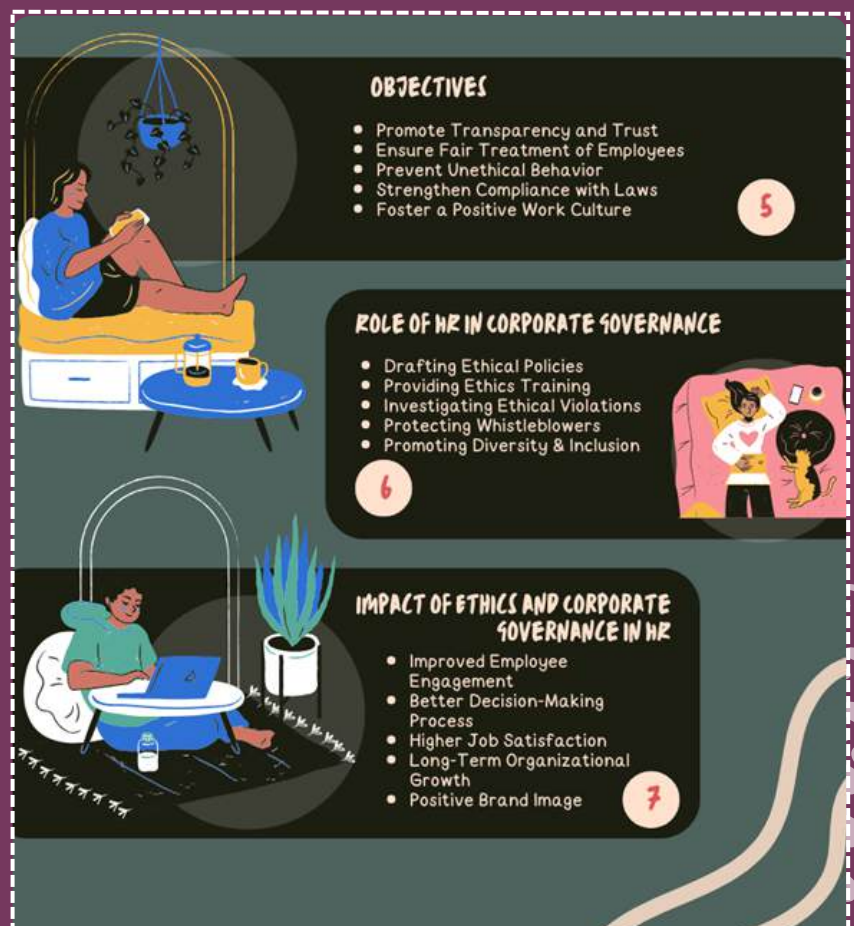


*The future of HR lies in ethical leadership. By fostering a workplace culture based on trust and governance, companies can ensure long-term success and employee satisfaction.*



*A significant percentage of Gen Z (44%) and millennials (37%) actively choose assignments that align with their ethical values. Additionally, 39% of Gen Z and 34% of millennials prefer to work for employers who reflect their personal and professional principles, demonstrating the growing importance of ethics in the modern workplace.*

*-An article from Deloitte*





## Experience at XIME 's Management Fest: The Talent Trials

Team HR Forte and Team Titans had recently been a part of the external management fest at XIME, Bangalore, which was an adrenaline-pumping two-day event on February 27th and 28th. Squid Game being the theme, the fest witnessed 14 teams competing in The Talent Trials, the HR activity. Our team, Team HR Forte (Dhanya Sree and I) and Team Titans (Raphael and Mathachan Joshy), represented our college with great pride.

The first round was a quiz in which we recognized HR concepts from The Office, Suits, Friends, and others, responding within 10 seconds on Slido. The second round, Corporate Canvas, involved making a poster on 'Would you survive in the Corporate Squid Game?' using Canva or PowerPoint within 20 minutes.

The third round, Who's Your Employee? In this round, we proved our resume shortlisting abilities with a Red Light, Green Light variation, including an element of uncertainty. During the fourth round, Dilemma Drift, we worked through a case study regarding bias during internship hiring. We had five minutes to read, five minutes of research, and 20 minutes to prepare a PowerPoint presentation, creatively connecting Squid Game characters to various corporate biases. Later, we unveiled our solutions, withstanding strict interrogations by the judges. We rounded out the day with an electric Battle of the Bands, succeeded by the Midnight Round, which involved analyzing HR data in Excel to produce dashboards and interpretations on core HR metrics. Following submission, eliminations were made, denoting the end of day one.

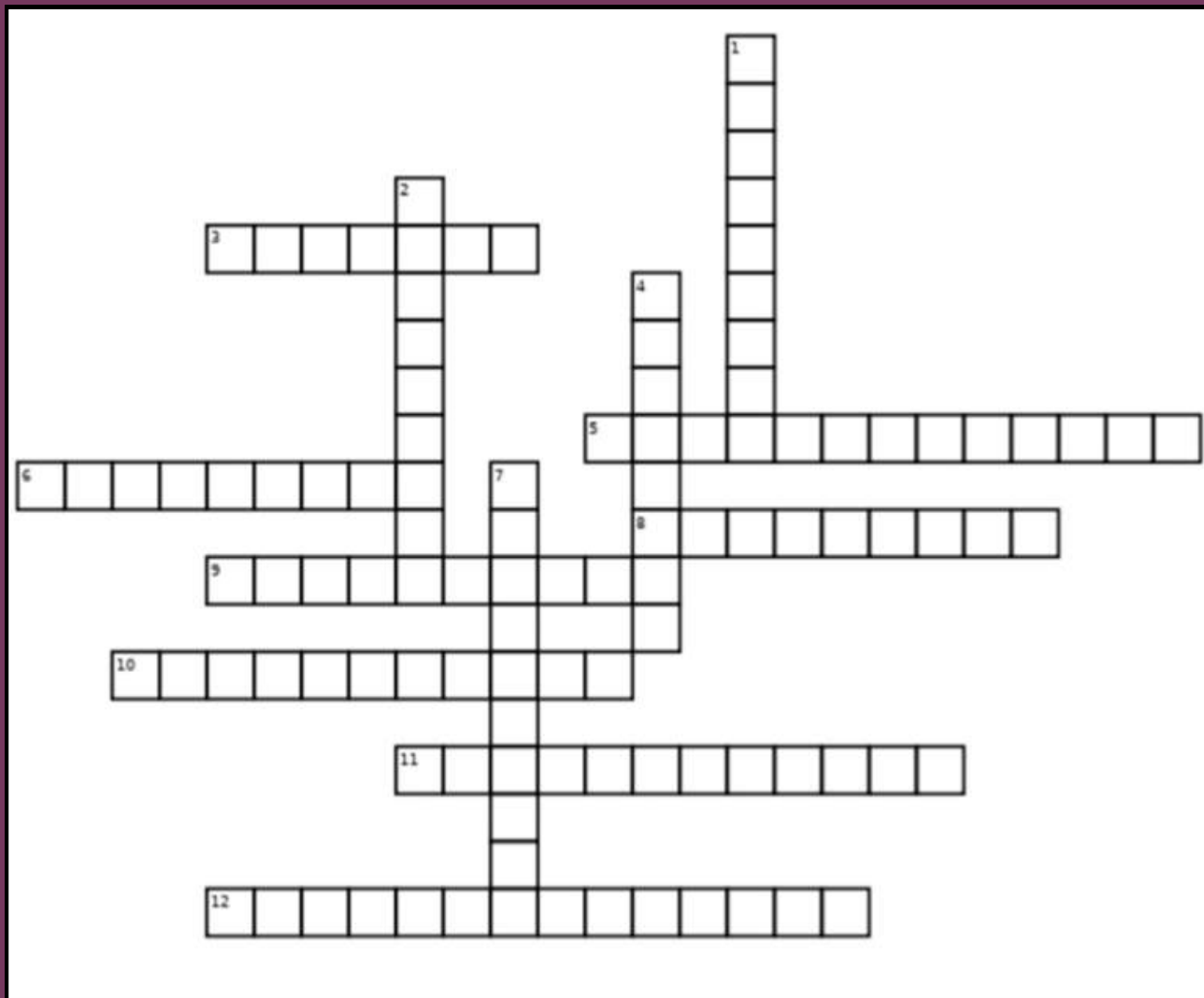
The second day began with a surprise stress round, where we had to entertain the judges through singing, dancing, and impromptu performances while presenting our case study solutions. The judge, an industry expert in Power BI, and other students tested our ability to think on our feet. As the competition intensified, the top four finalists were announced. The fest also featured cultural events, including a dance competition and a corporate walk.

The thrill came during the valedictory function when Team HR Forte was announced as the 1st Prize Winner for the HR event! Moreover, our college also placed 1st in Operations and 2nd in Finance and finally claimed the Overall Champions Trophy.

This festival was an incredible experience, challenging our limits and enabling us to implement HR principles in innovative ways. The Squid Game theme provided an interesting challenge, with each round being unpredictable and thrilling. It was a real test of strategy, flexibility, and collaboration, giving us unforgettable memories and valuable learning experiences.



# Workforce Whiz: Cracking the Compliance Code



**ANSWERS:**  
Across: 3. Privacy 5. Parental Leave 6. WellBeing 8. Inclusion 9. Harassment 10. Pension Plan 11. Transparency 12. Whistleblowing  
Down: 1. FlexiTime 2. FairWages 4. Equality 7. Compliance

## Across:

1. Protecting an individual's private information from misuse in corporate environments (7 letters)
5. Paid time off for new mothers and sometimes fathers to care for their child (13 letters)
6. Support system in organizations to address stress, burnout, and mental health (9 letters)
8. Workplace policy ensuring fairness, equal treatment, and representation of all individuals (9 letters)
9. Unwanted behavior or actions that create a hostile work environment (10 letters)
10. Employee benefit that provides financial security after retirement (11 letters)
11. Ethical principle of being open, honest, and accountable in business (12 letters)
12. Anonymously reporting unethical or illegal practices in an organization (13 letters)

## Down:

1. Flexible working arrangement that allows employees to choose their hours (9 letters)
2. Ensuring fair wages and working conditions for all employees (9 letters)
4. Policy ensuring unbiased hiring and equal access to career opportunities (8 letters)
7. Training program designed to prevent discrimination and workplace misconduct (10 letters)

# HR RECHARGE



C	O	L	L	E	C	T	I	V	E	B	A	R	G	A	I	N	I	N	G
Q	R	L	A	I	Y	J	W	K	U	E	Y	Q	U	P	C	M	S	K	Q
R	D	C	P	E	C	N	A	I	L	P	M	O	C	E	G	A	W	P	S
M	T	Z	K	Y	P	L	W	K	H	C	F	J	Q	V	D	Y	O	K	S
L	B	J	M	X	B	M	B	P	U	R	O	R	I	C	M	L	Y	H	M
P	O	D	O	Z	V	R	V	A	R	R	E	V	O	H	I	L	Y	D	P
I	J	B	I	M	H	U	T	N	H	W	X	M	T	C	N	E	W	P	A
H	Q	K	K	Y	R	X	L	M	O	D	P	M	I	O	Y	G	K	D	W
G	U	Y	Q	C	X	C	Z	L	L	L	I	E	I	S	Z	I	R	S	A
V	A	Y	M	Z	A	B	B	I	I	Y	S	T	C	N	Q	S	X	P	W
G	K	I	N	N	C	E	J	A	E	R	A	D	W	E	D	L	S	L	A
S	H	B	U	N	L	L	N	L	K	R	V	I	U	I	Y	A	R	C	L
I	O	J	T	T	I	C	A	I	T	R	E	I	J	P	O	T	R	N	R
V	W	Q	S	O	E	K	U	I	I	C	Y	N	N	G	S	I	R	J	O
M	I	I	I	Q	U	X	B	R	M	A	G	W	D	A	N	O	J	F	B
E	H	L	F	K	G	R	A	C	F	K	L	Q	A	R	X	N	A	W	A
W	F	N	H	H	A	Q	Y	H	L	G	E	S	D	L	G	Q	F	Q	L
S	Z	B	W	P	Q	E	T	E	S	B	K	Y	G	S	C	K	U	J	P
A	E	I	J	H	E	D	A	N	S	O	P	X	E	T	H	I	C	S	N
O	I	P	V	Y	T	W	X	Z	Q	O	I	L	N	F	Q	K	I	T	M

## Words

Arbitration

Collective Bargaining

Compliance

Ethics

Labor Law

Legislation

OSHA

Policies

Wage Compliance

Whistleblower

# The Compliance Quiz



Which of the following is NOT one of the four new labour codes brought out in India?

Code on Wages

Code on Industrial Relations

Code on Social Security

Code on Employment Benefits



How many days of work must a fixed-term employee render to become entitled to gratuity under the new labour codes?

5 years

3 years

1 year

No minimum requirement



The Code on Wages, 2019, supersedes how many laws dealing with wages?

2

3

4

5



The Industrial Relations Code requires organizations with at least how many employees to approach the government for permission prior to lay-offs?

100

200

500

No limit



Under the Social Security Code, what one of the following benefits is provided to gig and platform workers?

Maternity benefits

PF contribution

Gratuity

ESIC coverage



Which Indian law regulates sexual harassment in workplaces and requires an Internal Complaints Committee (ICC) to be established?

Industrial Disputes Act

POSH Act, 2013

Maternity Benefit Act

Shops and Establishments Act



According to the Factories Act, how many hours can an adult worker work a week at the maximum?

- 40 hours
- 44 hours
- 48 hours
- 50 hours



Under POSH compliance, which one of the following is a requirement for a company to perform once a year?

- Fire safety drill
- Gender sensitization training
- Employee salary revision
- Employee background verification



According to the Employees' Provident Fund (EPF) Act, what proportion of an employee's basic pay is contributed by the employer?

- 8%
- 10%
- 12%
- 14%



The Maternity Benefit Act, 2017, enhanced the paid maternity leave period to how many weeks for eligible female workers?

- 12 weeks
- 16 weeks
- 20 weeks
- 30 weeks

Answers

Code on Employment Benefits	1 year	4	200	Maternity benefits
POSH Act, 2013	48 hours	Gender sensitization training	12%	12 weeks



# HR CLUB INITIATIVES



The HR Club's inaugural session on February 7, 2025, featured Mr. Vijith Varghese on Resume Building.

He covered resume vs. CV, formats, key elements, and ATS optimization, with interactive activities and personalized feedback.



The club conducted The Ultimate HR Challenge, where students tackled recruitment, crisis management, and HR strategy through interactive rounds, enhancing their problem-solving and decision-making skills.



# HR ACHIEVEMENTS

Vaibhav and Smruthi won 1st place in the **KEKA CASE STUDY COMPETITION** showcasing their exceptional analytical and problem-solving skills.



The team of Dhyana Gamyra, Bhagyashree Gajula, Mathachan Joshy, Ann Maria James, and Riya Tony George won 1st place at Christ University's **BUSINESS NEXUS CASE STUDY COMPETITION** showcasing their exceptional analytical and problem-solving skills.

The HR team won the Overall Championship at **XIME**, Bangalore, showcasing exceptional teamwork and strategy. Vismaya, Dhanya, Raphel, and Mathachan led the victory, with Vismaya and Dhanya excelling in the HR round.



# TALENT TRIBE

HR CLUB Bearers 2025-2026



Riya



Vaishnavi



Dhanya

## Documentation Team



Mohana



Tanishka

## HR FORTE



Zikra



Bhagyashree



Vismaya



Sriyanka



Sanjukta



Jelin

## PLACECOMM Coordinators



Irene



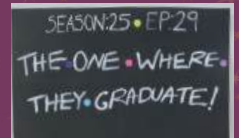
Raphael



# HR GRATITUDE DAY



## *Hasta la Vista*



### *Gratitude Day Message for Seniors*

Dear Seniors,

On this special day we want to express our heartfelt gratitude for your guidance, support and inspiration. Your wisdom and engagement have shaped our journey in countless ways. Thank you for being such supportive pillars and role models. We truly appreciate you!

