

## SIGNIFICANCE OF LABOUR RELATED LEGISLATIONS IN HUMAN RESOURCE REGULATIONS

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### **ABSTRACT**

*Labor regulations and Human Resource Management are interwoven together. For the recent employment practices this relationship between labor relations and Human Resource Management is important.*

*This abstract provides with a deep analysis of the important elements and importance the labor relation with human resource management. Further the paper mentions the constitutional provisions regarding the rights of the workers. This paper thoroughly discusses about how the rights of the workers are protected by implementing labor laws. This paper also highlights some points and shows some important areas where labor regulations and Human resources management interacts, including hiring and recruitment, contracts and policies of employment, compensation and benefits, working hours and leave, health and safety of employees, termination and Grievance handling.*

*Additionally, this paper further discusses that how a Productive working environment can be formed by the process of negotiation and dispute resolution, by highlighting on some points, such as effective communication, listening, exploring more alternative options, fairness, resolved disputes timely.*

*The paper also covers the recent issues and reforms in labor relation, which includes reformed labor laws, trade union, contract labor, protest and strikes by workers, gig, economy, skill development, programmers, and woman at workplace.*

*In conclusion, labor relation for crucial part of the human resource management and it is important for me a good relation between employee and employer as well as this also helps in maintaining a peaceful working environment at workplace.*

**KEYWORDS:** *Labor, Relation, Human Resource Management, Trade Unions, Grievance, Workers*