



SNS College of Technology

Coimbatore - 35



19BAT610- HUMAN RESOURCES MANAGEMENT

Unit 1 – Introduction To HRM And Framework

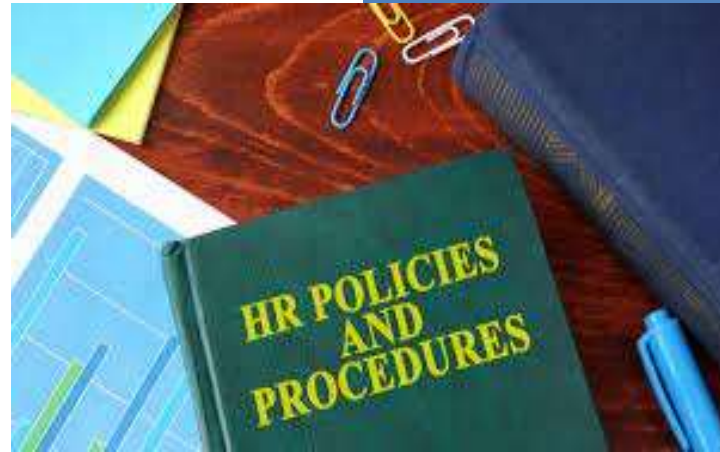
TOPIC- Guess????

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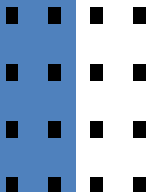
Connect these Picture





HR Policies

- Human Resource (HR) policies are meant to provide frameworks for an organization, within which consistent decisions can be made, and through which equity in the way people are treated can be promoted.





15 Essential HR Policies

1. At-Will Employment Policy
2. Anti-Harassment and Non-Discrimination Policy
3. Sexual Harassment Policy
4. Employment Classifications Policy
5. Leave and Time-Off Benefits Policy
6. Meal and Break Periods Policy
7. Timekeeping and Pay Policy



Contd..

8. Safety and Health Policy

9. Employee Conduct, Attendance, and Punctuality Policy.

10. Hiring forms.

11. Receipt of company property

12. Handbook acknowledgments.

13. Leave of absence.

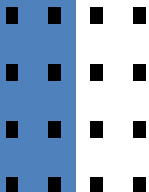
14. Reasonable accommodation requests.

15. Performance and Discipline



6 Trending HR Policies

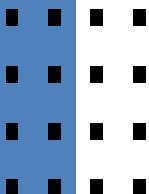
1. Weapons in the Workplace Policy (or Zero Tolerance for Workplace Violence)
2. Remote Workers Policy
3. Bring Your Own Device (BYOD) Policy
4. Social Media Policy
5. Drug and Alcohol Policy
6. Updated Confidentiality Policy





HR Policies in India

- There are two types of HR policies in India.
 1. General policies - They are usually formulated by the leaders of the company.
 2. Specific policies - These policies relate to issues concerning the compensation, recruitment, benefits, etc of the employees.



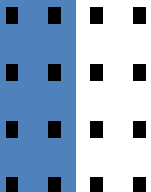


Time for the
assessment...



MCQ

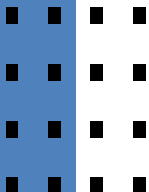
- What Is Meant by Wages and salary?
- What is mean by Job Description?





Summary

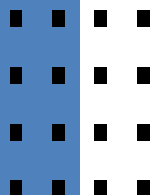
- Function of HRM
- Objective of HRM





References

- <https://www.startuphrtoolkit.com/hr-policies-in-india/>
- <https://sprigghr.com/blog/hr-professionals/15-essential-hr-policies/>
- <https://www.india-briefing.com/news/hr-policies-in-india-10-best-practices-for-employers-16977.html/>





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*Thank
you*