

# LABOUR LAW REPORTER

Chief Editor: Advocate H.L. Kumar  
Editor: Advocate Gaurav Kumar

A PRACTICAL JOURNAL FOR  
**HUMAN  
RESOURCES  
MANAGEMENT**

MONTHLY

**IMPORTANT JUDGMENTS**

**Rs. 245/-** per issue

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Employees' Provident Funds & Misc. Provisions Act, 1952	Remittance of contributions	15th
Employees' State Insurance Act, 1948	Deposit of ESI contribution	21st
Employees' State Insurance Act, 1948	Annual information about factory/ establishment covered	31st
Factories Act, 1948	Annual returns	15th
Maternity Benefit Act, 1961	Annual returns & details of payment ending 31st Dec.	21st

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**Feb'13**

STATUTE (central)	COMPLIANCE	LAST DATE
Contract Labour (R&A) Act, 1970 & Rules	Annual return by principal employer	15th
Employees' Provident Funds & Misc. Provisions Act, 1952	Remittance of contributions	15th
Employees' State Insurance Act, 1948	Deposit of ESI contribution	21st
Minimum Wages Act, 1948	Annual return	1st

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# COMPLIANCES

STATUTE (central)

COMPLIANCE

LAST DATE

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# COMPLIANCES



STATUTE (central)	COMPLIANCE	LAST DATE
Employees' Provident Funds & Misc. Provisions Act, 1952	Remittance of contributions	15th
Employees' State Insurance Act, 1948	Deposit of ESI contribution	21st

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How we can improve the productivity of organisation and measure it in terms of HR effectiveness?  
What qualifies a boss has? How he handles his people? Can you tell what kind of person should be an ideal boss?



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# COMPLIANCES



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I would like to know, what can be the best possible approach to develop the organisation structure?

I am going to be married soon while continuing in job. I have one point in mind. How marital status is going to affect my career prospects in future. Will it help or mar my future? I am very much career oriented. I want to reach to the highest level in HR field in the organisation?

In our organisation, one employee has referred candidature of her girl friend for employment. We have interviewed the girl and found extremely suitable and talented. Now other managers are against such appointment. Our company policy is also silent about this aspect. What should we do? What can be the gains and losses of such policy? Can you please guide us on this point?

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Employees' Provident Funds &amp; Misc. Provisions Act, 1952

Remittance of contributions

**15th**

Employees' State Insurance Act, 1948

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## HR WORKPLACE SOLUTIONS



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We always face problem that people join the organisation, work for sometime and then leave. What practices one should adopt which make people stay? Can you advise on this issue which generally every organisation faces in one or the other form?

What are few symptoms which should be captured by HR for him to understand that now time has come to move on? Can you indicate something on this aspect?

There are lots of saying in the management world that employees satisfaction is more important than customer satisfaction. But in service organisations it is customer satisfaction which is put at priority. As management expert what do you think?

In spite of taking best care of employees, sometimes it is disgusting to find that still people leave the organisation that shatter all beliefs of good people management practices. What do you think, how HR should take up this issue?

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# COMPLIANCES



STATUTE (central)	COMPLIANCE	LAST DATE
Contract Labour (R&A) Act, 1970	Half-yearly return by Contractor (in duplicate)	30th
Employees' Provident Funds & Misc. Provisions Act, 1952	Remittance of contributions	15th
Employees' State Insurance Act, 1948	Deposit of ESI contribution	21st
Factories Act, 1948	Half-yearly Return	15th

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I think new employee should be helped learning about culture and making him integrated with the organisation. How management can help in this process? I seek your expert advice.

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You have vast experience of managing people and guiding organisations. You must have also confronted with good and bad teams in the organisation. By your experience what can be the few principles of highly effective teams?

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COMPLIANCE

LAST DATE



Employees' Provident Funds & Misc. Provisions Act, 1952

Remittance of contributions

15th

Employees' State Insurance Act, 1948

Deposit of ESI contribution

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We have few employees in different departments who are otherwise competent but chronic complainers. This attitude of employees affects the morale of departmental heads so they are normally ignored by the managers. Is it the correct method? How should we handle such employees?

What are the common mistakes HR persons generally make at work and don't realize the impact? Since you are associated with many organizations and HR professionals throughout the country as HR expert, can you pl. share your experience?



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Employees' Provident Funds & Misc. Provisions Act, 1952	Remittance of contributions	15th
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**Oct'13**

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One of my colleagues has become my senior. He was working equal to my level sometime back. Since starting, I don't know how I developed disliking against him. Now it has become more difficult for me to work with him when he is in a senior role. How should I handle the situation?

What makes workplace vibrant and employees motivating? From an expert like you I look forward some concrete tips to understand and apply.

Can you please tell me what few requirements for HR person to become successful are?

We are in the process of designing variable pay structure for employees. Can you please guide us what elements should be consider and how you should go about?

# LABOUR LAW REPORTER

Chief Editor: Advocate H.L. Kumar  
Editor: Advocate Gaurav Kumar

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**HUMAN  
RESOURCES  
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MONTHLY

IMPORTANT JUDGMENTS

Rs. 270/- per issue

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- Show-cause notice not required before termination of a probationer. *Del. HC 1125*
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- Gratuity can't be forfeited merely for incorrect date of birth. *Bom. HC 1184*
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- A reference for adjudication has to reflect the exact nature of dispute. *Supreme Court 1157*
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- Transfer stipulated in contract of employment not to be vitiated. *Del. HC 1122*
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# COMPLIANCES

STATUTE (central)

COMPLIANCE

LAST DATE

Employees' Provident Funds & Misc. Provisions Act, 1952	Remittance of contributions	15th
Employees' State Insurance Act, 1948	Deposit of ESI contribution	21st



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My repeated meetings with managers do not bring results. They are not able to driver employees and motivate them. Can you guide me what should I do? I am regular reader of your column and found powerful inputs.

I have a good team of subordinates but afraid of delegating tasks to them, don't know why? Can you help me in pulling out of this confusion?

In our organisation all of a sudden complaints of sexual harassment have increased. We have zero tolerance policy in these matters and employees are fired quickly. Other side of the issue is that now male employees have expressed resentment over one side action and attrition rate is increased. How should I handle this situation?

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# COMPLIANCES



STATUTE (central)	COMPLIANCE	LAST DATE
Employees' Provident Funds & Misc. Provisions Act, 1952	Remittance of contributions	15th
Employees' State Insurance Act, 1948	Deposit of ESI contribution	21st
Payment of Bonus Act, 1965 & Rules	Annual return, within 30 days after the expiry of 8 months from the close of the accounting year	30th

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In this fast moving business world, it is difficult but also necessary for managers specially the HR persons to understand the direction in which wind is blowing. Workplace and practices are also changing fast. How do you see the future of workplace and it's crucial characteristics?

Can you point out few areas on which HR should focus now to increase its contribution to the business of organisation?

It is normally recommended that managers or supervisors should always behave in an assertive way rather than passive or aggressive. Can you please indicate few examples of these behaviours at workplace?