

BA5066 MANAGEMENT OF HUMAN RESOURCES, SAFETY AND QUALITY

DETAILED SYLLABUS

OBJECTIVE

To impart knowledge on management of human resources, labor legislation, safety and quality aspects in construction

UNIT I HUMAN RESOURCES MANAGEMENT

Introduction - Concept- Growth - Role and function - Manpower planning for construction companies - Line and staff function - Recruitment, selection, placement, induction and training; over staffing; Time office and establishment functions; wage and salary administration - Discipline - Separation process.

UNIT II LABOR LEGISLATION

Labor laws- Labor law relating to construction industry- Interstate migration- Industrial relations- Collective bargaining- Worker's participation in management - Grievance handling - Discipline - Role of law enforcing agencies and judiciary -Women in construction industry.

UNIT III SAFETY MANAGEMENT

Importance of safety- Causes of accidents -Responsibility for safety - Role of various parties in safety management -Safety benefits- Approaches to improve safety in construction for different works - Measuring safety.

UNIT IV SAFETY IMPLEMENTATION

Application of ergonomics to the construction industry - Prevention of fires at construction site- Safety audit.

UNIT V QUALITY MANAGEMENT IN CONSTRUCTION

Importance of quality - Elements of quality - Quality characteristics- Quality by design - Quality conformance -Contractor quality control - Identification and traceability - Continuous chain management - Brief concept and application - Importance of specifications- Incentives and penalties in specifications - Workmanship as a mark of quality - Final inspection - Quality assurance techniques - Inspection, testing, sampling - Documentation - Organization for quality control, Cost of quality - Introduction to TQM, Six sigma concept- ISO 14000 in quality management.

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