

TO OBSERVE AND UNDERSTAND THE FUNCTIONING OF THE UNORGANIZED EMPLOYEE SECTOR OF THE MARKET- A PRACTICAL APPROACH

This year semester 7 Strategic Human Resource Management students of batch 2015 took an innovative approach along with their professor Dr. Supriya Pal to understand the theories of SHRM under practical settings. The activity was a graded assignment, after which a detailed report of their learning was submitted by all the students. The students tried to understand the functioning of the unorganized labor sector on the basis of their theoretical knowledge.

The objective of the entire activity was to make student understand the real situation of the construction laborers who are devoid of job and legal security. The students need to understand that the real HR doesn't exist only within four walls of organization but on field doing the scratch work.

The activity was threefold-

On 26th July, 2018 the first part of the activity was implemented. The first activity involved an interactive session with 2 labor contractors about their first hand experiences with laborers and how they are managed. The students were enlightened with various aspects of the same- current wage structure, security and safety measures, housing and sanitation of laborers, difference between permanent and temporary workers etc. They got to know the real life experience of the contractors with the laborers. The planning and time management required in handling the human and financial resource was explained in detail.



Expert session with the labor contractors

The workshop was followed by a field visit on 12th September, 2018 to the site managed by these contractors wherein the students interacted with the laborers firsthand and drew inferences on the basis of their observations. The students noticed the living conditions and had the opportunity to draw parallels according to what was shared by the contractors and note down discrepancies, if any.



HR students at the construction site at 7:30 AM

The experience was profound as it allowed the students to understand HRM, in real time.



Along with these interactions, the students also got an informative lecture on the labor laws by Dr. Anurag Srivastava wherein he talked about the labor laws and rights as given by the constitution to the laborers. This knowledge was then used by the students to understand labor situation in the city, and know if laborers are aware of the same. This was facilitated by the field visit.

The whole activity was a source of great learning for the students and they enjoyed approaching the subject in real time and broadening their horizons by understanding the unorganized sector.

Feedback from students:

- *Pranali Talavia: The visit was very knowledgeable and in certain aspects, we got to know the real working condition of the labourers in construction area. As a HR student, we got to know the actual difference in the way they were treated and the set of laws made for them in Indian judicial.*
- *Tanishka Pokhriyal: It was good exposure because we got to know what were the conditions the workers were living and working in and we got to talk with them personally.*
- *Pranay Thakkar: A productive morning spent with the labourers as we could grasp good amount of knowledge about their lifestyle, working and financial condition, their grievances and benefits.*
- *Sarvesh Singh: The entire activity offered diverse learning based and benefits to understand the entire construction sector labourers segment.*