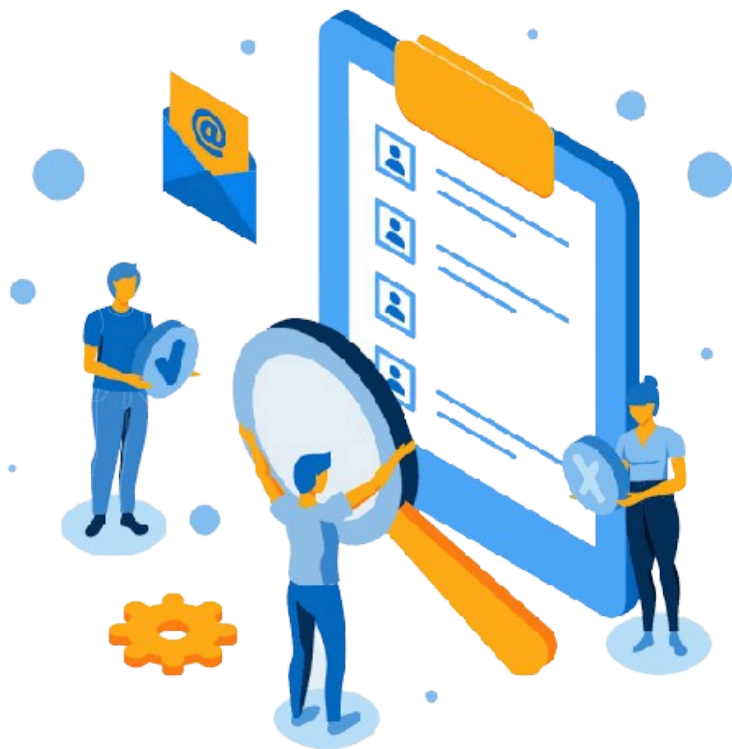




THE
AMBITIONHUB
Where learning never stops

The Ambition Hub is a professional certification institute that offers HR certification, Digital Marketing, Soft skills, Business Analytics, Data Analytics, Graphic Design, UI/UX, Spoken English and Personality Development.

HR Labor Law



The Labor Law course unlocks the keys to navigating the complex landscape of employment regulations. From understanding worker rights to ensuring compliance, this comprehensive program empowers you to create fair and legally sound workplace practices. Learn to interpret and apply labor laws that protect both employees and employers, fostering harmonious and productive work environments.





Module 1 Introduction to Labor Law

- Definition and scope of labor law
- Importance of labor law in HR management

Module 2 Sources of Labor Law

- Constitutional provisions
- Statutory laws and regulations
- Judicial decisions

Module 3 Employment Relationship

- Types of employment contracts
- Rights and obligations of employers and employees

Module 4 Key Legislation

Fair Labor Standards Act (FLSA)

- Minimum wage
- Overtime pay
- Child labor provisions



Title VII of the Civil Rights Act

- Prohibition of discrimination
- Equal employment opportunity

Family and Medical Leave Act (FMLA)

- Eligibility
- Entitlements

Occupational Safety and Health Act (OSHA)

- Workplace safety standards
- Employer responsibilities

Module 5 Wage & Hour Laws

- Hours of work and breaks
- Payment of wages and deductions

Module 6 Discrimination & Harassment

- Types of discrimination (race, gender, age, etc.)
- Harassment prevention and handling complaints

Module 7 Unionization & Collective Bargaining

- National Labor Relations Act (NLRA)
- Union organizing and election process
- Negotiating collective bargaining agreements



Module 8 Employee Privacy & Workplace Surveillance

- Privacy rights in the workplace
- Employer monitoring and electronic communications

Module 9 Employee Benefits

- Retirement plans (ERISA)
- Health insurance (ACA)
- Other employee benefits and perks

Module 10 Global & Comparative Perspectives

- International labor standards (ILO)
- Comparative analysis of labor laws in different countries



Module 11 Current Issues & Trends

- Gig economy and its implications
- Remote work and flexible arrangements
- Impact of technology on labor relations

Module 12 Legal Compliance & HR Practices

- Role of HR professionals in ensuring compliance
- Case studies and practical applications

Module 13 Ethical Considerations in HR

- Ethical dilemmas in labor relations
- HR's role in promoting ethical practices



Certification Courses



Resume Building

Duration

- *45 Days*
- *Weekdays and Weekend Batch Available*

MODE

- *Offline*
- *Online*



Eligibility Criteria



- *Any Graduate*
- *Any Post Graduate*
- *BBA (HR)*
- *MBA (HR)*



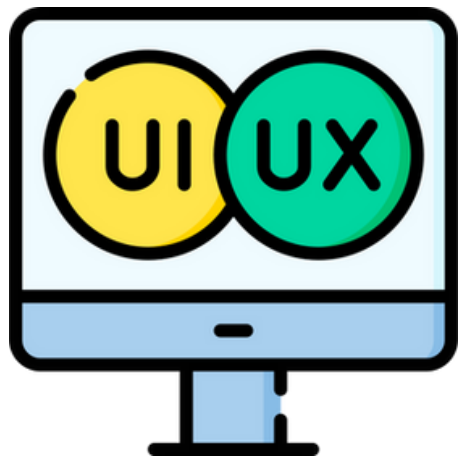
OPPORTUNITY



- *HR Generalist Executive*
- *HR Recruitment Executive*
- *HR Admin Executive*
- *HR Payroll Executive*
- *HR Generalist Manager*
- *HR Recruitment Manager*
- *HR Payroll Manager*
- *HR Manager*



OUR OTHER COURSES



*UI / UX
DESIGNER*



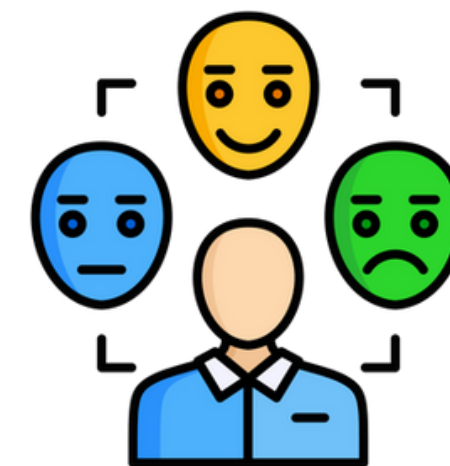
*DIGITAL
MARKETING*



*SPOKEN
ENGLISH*



*BUSINESS
ANALYTICS*



SOFT SKILLS

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