

THE IMPACT OF LABOUR CODES ON HR MANAGEMENT AND EMPLOYEE COMMITMENT IN MICRO, SMALL, AND MEDIUM ENTERPRISES, IN WEST BENGAL, INDIA

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This article focuses on the effects of the Indian Labour Codes on the HR management practices and employee commitment in MSMEs in West Bengal. It determines the impact of compliance on the recruitment, wage management, safety at work and employee relations based on a review of the legal provisions and literature on organizational behavior. The study concludes that despite the perceived compliance difficulties, efficient implementation of labour regulation into HR practices can enhance employee trust and commitment to the organization, which is sustainable to growth of the enterprise.
