


Chapter 9

Compliance vs. Excellence: HRM Legal Frameworks vs. HRM Biblical Principles

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ABSTRACT

This chapter examines the intersection between secular Human Resource Management (HRM) legal frameworks and Biblical principles. While legal systems, like India's four Labour Codes, establish a necessary institutional "floor" for safety and wages, they often suffer from a "compliance gap" where profit precedes personhood. Through a review of 23 articles, the research reveals that whereas secular HRM is transactional, a Biblical approach is covenantal, rooted in the concept of Imago Dei, which recognizes inherent dignity beyond economic value. The study highlights a synchronization between global standards, such as ILO conventions, and scriptural tenets, framing fair compensation as a modern codification of Biblical stewardship. Ultimately, while the law prevents exploitation, Biblical principles

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provide the relational depth necessary for excellence. By shifting from compliance to sacred vocation, leaders can bridge the gap between “corner-cutting” and a flourishing culture.

1. INTRODUCTION

Human Resource Management in corporates is governed by various legal frameworks across the nations. In India the labour laws that were fragmented have been recently combined and presented as four labour codes. The HRM legal framework in any nation is to ensure that minimum standards of Human Resource Management are followed across the country and across the various sectors. The HRM legal framework serves as the basis for employee welfare and protection as well as organizational protection and sustainability. The HRM legal framework seeks compliance by corporates and sets the minimum standards. Yet, compliance is not whole heartedly fulfilled and most organizations finds shortcuts or corner cutting in compliance. The heart of organizations is not with employees but with the profits they need and want to make.

1.1. India’s Legal Framework

India’s HRM legal framework falls under the Concurrent list (covered by Central Government and State Government laws) and his extensive and complex. Recently efforts have been made to simplify and upgrade the HRM legal framework by replacing 29 central laws with just four labour codes. The four codes are: Code on Wages, 2019; Industrial Relations Code, 2020; Code on Social Security, 2020; Occupational Safety, Health and Working Conditions Code, 2020 (OSHWC Code). These labour codes are expected to establish all basic norms corporates must follow in HRM and employees are expected to adhere to.

1.2. HRM Legal Framework Scope

Labor codes are considered the legal floor as the motivation to comply is driven by the need to avoid fines, litigation, and regulatory punishment. Minimum wages legalised is to ensure that employees survive and avoid disparity. Employee value under the legal framework is determined by the economic value the employee brings in and is determined by contract and law. HRM legal frameworks works to ensure gender equality and non-discrimination. HRM legal framework works on how to justify retrenchment and not providing job security to employees. HRM legal framework mandates employee development through vocational and safety

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