A Study on Human Rights and Workers Legal Rights: Human Relations Perspective

S K Muzeer
PhD Research Scholar
Dept, of MBA, Eswar College of Engineering, Narasaraopet, Guntur – India

B.Radha
Associate Professor, Dept, of Commerce, PG studies
VRS & YRN College, Chirala - India

Abstract

Human Resource Management (HRM) is a relatively new approach to managing people in any organization. People are considered the key resource in this approach. It is concerned with the people dimension in management of an organization. Since an organization is a body of people, their acquisition, development of skills, motivation for higher levels of attainments, as well as ensuring maintenance of their level of commitment are all significant activities. These activities fall in the domain of HRM. Human Resource Management is a process, which consists of four main activities, namely, acquisition, development, motivation, as well as maintenance of human resources.

Human rights in India is an issue complicated by the country's large size, its tremendous diversity, its status as a developing country and a sovereign, secular, democratic republic. The Constitution of India provides for Fundamental rights, which include freedom of religion. Clauses also provide for Freedom of Speech, as well as separation of executive and judiciary and freedom of movement within the country and abroad. India had a very well developed commerce and industrial sector since ancient times. All the philosophical, religious and spiritual literature available of that period is testimony of this fact, in modern times, the establishment of the Industrial sector can be traced back to 1911,
International human rights law (IHRL) is the body of international law designed to promote human rights on social, regional, and domestic levels. As a form of international law, international human rights law are primarily made up of treaties, agreements between sovereign states intended to have binding legal effect between the parties that have agreed to them; and customary international law. Other international human rights instruments, while not legally binding, contribute to the implementation... Every individual possesses human rights. They are subjective rights because the right-holders of human rights are individuals, not collectivities. Human rights are rights with a certain complexity because they are at the same time moral, legal, and political rights. In their legal dimension, human rights are part of a legal system and individuals living in this legal system are entitled to these rights. The necessity of a justification of human rights is also provoked by the relation between human rights and corresponding duties: every human being is not only a right-holder but also needs to respect the human rights of others. In order to remain coherent with their own idea, the existence of human rights depends exclusively on the possibility of their justification (Alexy 1998). Human rights can be viewed from legal and sociolegal perspectives. From a legal perspective, human rights are the rights derived from the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights and other human rights instruments; they are enforced on both international and domestic levels. Rights, and the International Covenant on Civil and Political Rights and other human rights instruments; they are enforced. on both international and domestic levels. Anthropology, and international relations, instruct that human rights are not constrained only by law; they have their own. history, sociology, social life, and transnational activist networks. The international human rights project was never intended as a separate venture, aside from regional and national mechanisms. Europe has created a very strong regional system through the European Convention on Human Rights and the adjoining European Court of Human Rights in Strasbourg. The regional mechanisms in Africa and in the Americas are gradually being reinforced. Even more importantly, national human rights institutions â€“ supervisory commissions and institutes â€“ play an increasing role. Moreover, as will be illustrated below, national legislators and particularly national judiciaries often manifest an activist attitude when it comes to human rights implementation.