

HR Compliance in Practice: How to Handle Hiring, Discipline & Termination Without Legal Risk

13 June 2026 10:00 AM - 13 June 2026 05:30 PM

Brief Overview:

MMA's Flagship Workshop - HR Compliance in Practice: How to Handle Hiring, Discipline & Termination Without Legal Risk

Date : 13-06-2026, Saturday

Time : 10:00 AM - 05:30 PM.

Venue : Madras Management Center, Chennai

Employment decisions such as hiring, employee discipline, and termination often carry significant legal implications. However, in many organisations, these decisions are taken based on informal practices rather than legally sound processes, which can expose companies to labour disputes, wrongful termination claims, compliance penalties, and reputational risks.

This workshop focuses on helping organisations understand how everyday HR decisions translate into legal risk, and how to structure HR processes that are both practical for business and legally defensible.

<https://forms.gle/7tYJGRpRko53Nxwm9> : **REGISTER NOW**

Session content:

- **Session 1:** HR Compliance – What Really Creates Legal Risk
- Session 2:** Hiring & Employment Documentation – Getting the Basics Right
- Session 3:** Managing Employee Misconduct & Discipline
- Session 4:** Termination Without Legal Risk (Core Session)

Session 5: Statutory Compliance Every HR Must Get Right

Session 6: Documentation & Evidence – Your Best Legal Defence

Session 7: HR Risk Audit & Action Plan + Open Q&A

For Whom:

- - HR Managers & Heads
 - Compliance & Administration Teams
 - Business & Functional Managers
 - SME Owners & Startup Founders
 - Legal & Compliance Professionals
 - Industrial Relations Officers
 - Payroll & HR Operations Teams

Key Takeaways:

- Identify where HR practices commonly go wrong
- Understand the **legal vs. common practice gap**
- Draft compliant **employment contracts & documentation**
- Manage misconduct and discipline with due process
- Execute **termination legally and defensibly**
- Navigate statutory compliance (PF, ESI, gratuity, wages, leave)
- Build strong documentation & evidence for dispute defence

- Conduct an **HR risk audit** and create an actionable plan

Facilitator profile:

SUBATHRA MYLSAMY

Fee Details:

- **Fee Details**
- Member amount : Rs 2950.00- (Including 18%GST)
- Non Member amount : Rs 0.00- (Including 18%GST)
- Total Member count :