



Visit to Reliance Distribution Centre

On September 03rd 2024, as part of the Industrial Relations course, Prof. Prachi Chaturvedi organised an Industrial Visit to Reliance Distribution Centre (Sapatshree) at Padgha, Bhiwandi for the HR students of batch 2023-25 .



Key Learnings from the Visit:

The distribution centre's adherence to the Maharashtra Shops and Establishments Act 1948, aligns with OSHA's (Occupational Safety and Health Administration) principles of providing a safe and healthy workplace. The presence of safety features like fire extinguishers, emergency exits, a safety house, and a stretcher demonstrates their commitment to compliance. The students gained insights into regular safety inspections and audits, maintaining safety register and Saptrashree safety dashboard & Kaizen dashboard, a core component of OSHA compliance programs. To enhance employee well-being, the centre provides essential amenities like overhead fans, drinking water, a pantry and a cooler.

The students gained valuable insights into the centre's compliance with the Fair Labor Standards Act (FLSA). They observed how employees are classified (direct Reliance vs. third-party contractors), ensuring adherence to FLSA regulations. Additionally, the students witnessed practices related to overtime pay, demonstrating the centre's commitment to compliance. Furthermore, they also understood the centre's record-keeping practices for employee hours, wages, and other relevant information which highlighted the importance of maintaining accurate records to fulfil FLSA requirements.

The students observed that the distribution centre prioritizes employee safety and compliance through comprehensive training programs. These programs cover a wide range of topics, including safety orientations, emergency procedures, and equipment handling, to equip

employees with the knowledge and skills necessary to work safely. By investing in ongoing training, the centre demonstrates its commitment to maintaining a safe and compliant workplace, fostering a culture of continuous improvement.

This experience gave the students a practical understanding of how industrial regulations influence daily operations and the importance of compliance in Human Resources.

The HR Club would like to express its sincere appreciation to the management of N.L Dalmia Institute of Management Studies and Research for their invaluable support. We extend a special thanks to CEO Dr. Seema Saini, Director M.A. Khan, and HOD Dr. Sarika Jain for their guidance and mentorship. Additionally, we would like to acknowledge the meticulous planning, execution, and management of this event by Prof. Prachi Chaturvedi. We are also grateful to Dr. Chandrakant Verma for joining us.

Pictures of the visit are as below:

