

15



“जान, विज्ञान आणि सुसंस्कार यांसाठी शिक्षण प्रसार” - शिक्षणमहर्षी डॉ. बापूजी साठुंबे
Shri Swami Vivekanand Shikshan Sanstha, Kolhapur.

VIVEKANAND COLLEGE, KOLHAPUR

(An Empowered Autonomous Institute)

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Department of Management Studies



Ref.No:

Date: 04/12/25

Notice

This is to inform you that one day Workshop has been organized in association with “Modern School of Computers” for the 1st Year students of MBA. The details are as follows:

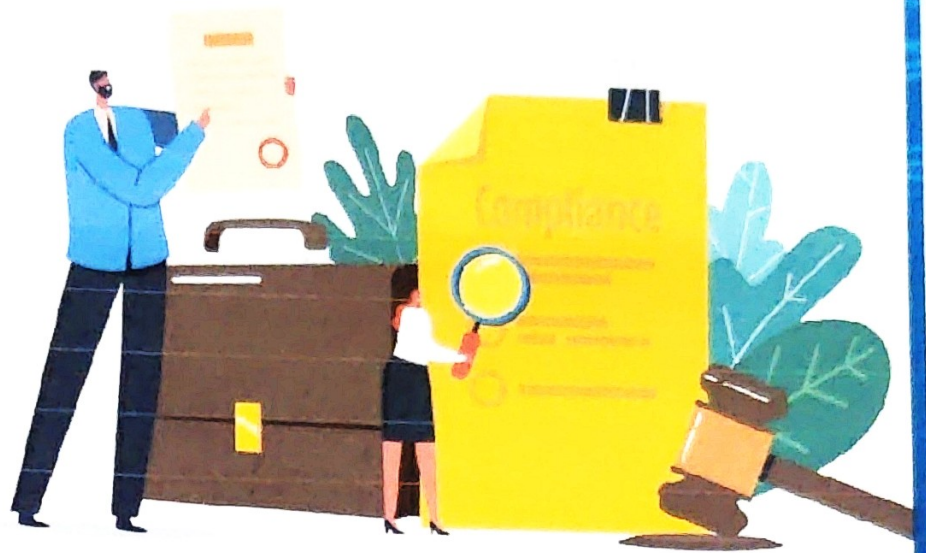
- **Day and Date:** Sunday, 7/12/2025
- **Time:** 11.00 am
- **Venue:** Modern Computers, Opp.PNG Jewellers, Venus Corner, 1st Shahupuri, Kolhapur
- **Topic/Theme:** “Labour Law & Payroll Compliance”

Attendance is mandatory for all students. Ensure that you report on time.

Viraj V. Jadhav
Mr. Viraj V. Jadhav

HEAD
DEPARTMENT OF M. B. A.
VIVEKANAND COLLEGE, KOLHAPUR
(EMPOWERED AUTONOMOUS)

Compliance in Payroll



FREE Workshop Labour Laws & Payroll Compliance for MBA Students

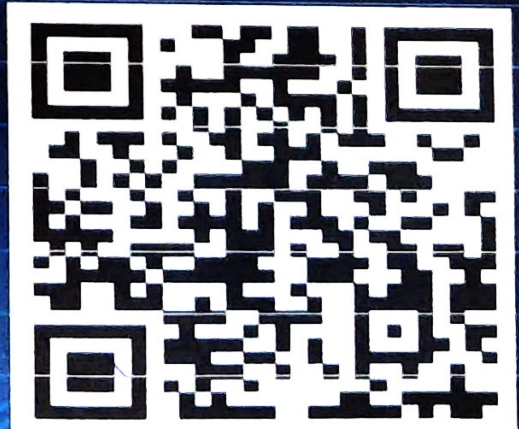
Workshop Details:

Date: Sunday, 7th December, 2025

Time: 11 am to 1am.

**Venue: Modern Computers, Opp. PNG
Jewellers, Venus Corner, 1st Shahupuri,
Kolhapur.**

**Scan QR Code &
Register Your Name**





MODERN SCHOOL OF COMPUTERS

The first institute imparting computer education in the district.... Since 1985!!!
Chougale Heights, 645 E ward, Shahupuri, Kolhapur. cazyaccmodern@gmail.com, Mob. 9011021191.

Date: - .../.../2025

To,
The Principal,

.....,

Subject: FREE Workshop Invitation: Labour Laws & Payroll Compliance for MBA Students.

Dear Sir/Madam,

We are pleased to inform you that Modern school of computers is conducting a Specialized HR Compliance & Payroll Workshop designed exclusively for MBA students. This workshop aims to bridge the gap between theoretical knowledge and practical industry requirements in HR statutory compliance.

The sessions will provide hands-on exposure to the following areas:

- Overview of Indian Labour Laws & HR Compliance Framework
- Payroll Management, Salary Breakup, and Deductions
- Provident Fund (PF) – Registration, Monthly Returns & Challan Upload Process
- Employees' State Insurance (ESI) – Registration, Compliance & Challan Upload
- Professional Tax (PT) – Registration, Slabs, Filing & Payment Procedures
- Live Demonstration of Challan Generation & Upload Systems
- Practical Case Studies and Interactive Q&A

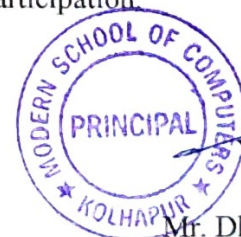
Workshop Details:

Date: Sunday, 7th December, 2025 **Time:** 11 am to 1am.

Venue: Modern Computers, Opp. PNG Jewellers, Venus Corner, 1st Shahupuri, Kolhapur.

We request your esteemed institution to nominate and encourage your MBA students to attend this valuable learning program.

We look forward to your positive response and active student participation



[Handwritten Signature]
Yours sincerely,

Mr. Dhaval Chougale,

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Department of Management Studies



Activity Report

Workshop on Labour Law & Payroll Compliance

7th December 2025

1.	Title	Workshop on Labour Law & Payroll Compliance
2.	Date	7th December 2025
3.	Organizing Department	MBA
4.	Collaborating Agency	-
5.	Resource Person/s	Mr. Dhawal Chougale
6.	Number of Participants	Students-37
		Faculty-3
		Total-40
7.	Objectives of Activity	<ol style="list-style-type: none">1. To enhance understanding of consolidated labour codes: To familiarize participants with the provisions of India's four labour codes and their implications for employment practices, statutory compliance, and organizational operations.2. To develop practical payroll management skills: To equip participants with knowledge of payroll processing methodologies, salary structuring, and calculation of statutory deductions including PF, ESI, Professional Tax, and TDS.3. To provide hands-on exposure to compliance technology: To demonstrate industry-standard payroll software and automated compliance systems used by organizations for efficient statutory compliance management and reporting.
8.	Outcomes from Activity	<ol style="list-style-type: none">1. Enhanced regulatory knowledge: Participants acquired comprehensive understanding of contemporary labour legislation, employer obligations, and employee entitlements under various statutory provisions, enabling them to interpret and apply legal frameworks in organizational contexts.2. Practical payroll competency: Participants developed practical skills in payroll calculations, salary structuring, and statutory deduction computations, with hands-on exposure to software applications that will enhance their employability in HR and payroll management roles.3. Industry readiness and compliance awareness: Participants gained insights into real-world compliance challenges, technological solutions, and best practices used by organizations, thereby bridging the gap between academic knowledge and professional requirements while understanding the critical importance of regulatory adherence.

Link of the Activity Uploaded on College Website	

Brief Summary

Workshop Report: Labour Law & Payroll Compliance

Date: 7th December 2025

Resource Person:

The Department of Management successfully organized a workshop on Labour Law and Payroll Compliance on 7th December 2025, under the guidance of Mr. Viraj Jadhav, Head of Department, in collaboration with Modern Computers. This initiative addressed the critical need for comprehensive understanding of contemporary labour legislation and compliance requirements in the evolving corporate landscape. The workshop aimed to equip participants with essential knowledge and practical skills in managing statutory compliance and payroll operations, thereby bridging the gap between academic learning and industry practice. The primary objectives included familiarizing participants with India's consolidated labour codes, providing in-depth knowledge of payroll processing and statutory compliance mechanisms, and demonstrating the application of modern technology in compliance management. The collaboration with Modern Computers ensured that participants gained exposure to industry-standard practices and software applications currently utilized across organizations.

The workshop commenced with a comprehensive overview of India's labour law framework, focusing on the four consolidated labour codes: the Code on Wages 2019, the Industrial Relations Code 2020, the Social Security Code 2020, and the Occupational Safety, Health and Working Conditions Code 2020. The session provided detailed insights into key provisions affecting wage determination, industrial relations, social security benefits, and workplace safety standards. Participants learned about minimum wage regulations, bonus calculations, working hours, leave entitlements, and dispute resolution mechanisms. The payroll compliance segment constituted the core of the workshop, covering critical aspects of salary structuring and statutory deductions. The session explained the components of Cost to Company, including basic salary, allowances, perquisites, and various deductions. Detailed discussions covered Provident Fund contributions under the Employees' Provident Funds and Miscellaneous Provisions Act, Employee State Insurance deductions, Professional Tax obligations across different states, and Tax Deducted at Source under Section 192 of the Income Tax Act. The computational methodologies for each statutory component were demonstrated through practical examples, enabling participants to understand the mathematical and regulatory aspects of payroll processing. Representatives from Modern Computers conducted practical demonstrations of contemporary payroll management systems, showcasing automated payroll processing, generation of statutory reports, and electronic filing of compliance returns through government portals. Participants received hands-on exposure to software functionalities, including employee master data management, salary processing, statutory calculations, and compliance reporting. The demonstration highlighted how technology has transformed payroll administration, reducing manual errors and streamlining compliance management. The session also addressed common challenges organizations face, including managing multi-state operations, handling diverse employee categories, and ensuring timely submission of statutory returns. The interactive format facilitated exploration of real-world scenarios and case studies, enhancing the practical relevance of the content. Participants expressed appreciation for the balanced approach combining legal frameworks with technological applications, recognizing the value of such exposure for their professional development.

The workshop successfully demonstrated the complexity and importance of compliance management in organizational operations. Participants developed awareness of the consequences of non-compliance, including financial penalties and legal liabilities, thereby understanding the critical role of HR professionals in ensuring regulatory adherence. The exposure to practical tools and techniques equipped participants with applicable skills that complement their academic knowledge and enhance their employability in human resource management roles. The Workshop on Labour Law and Payroll Compliance represented a significant value addition to the academic curriculum of the Department of Management. Under the leadership of Mr. Viraj Jadhav and through effective collaboration with Modern Computers, the workshop successfully delivered comprehensive knowledge on contemporary labour legislation and compliance practices. Such industry-aligned initiatives are essential in preparing students for professional challenges and developing specialized competencies required in the dynamic field of human resource management. The Department of Management's commitment to organizing practical, industry-relevant programmes demonstrates its dedication to holistic education and continuous skill development. The workshop underscored the importance of statutory compliance in organizational sustainability and highlighted the evolving role of technology in modern HR operations, providing participants with valuable insights that will serve them throughout their professional careers.



GPS Map Camera

Kolhapur, Maharashtra, India

P62m+v76, 1st Ln, E Ward, Shahupuri, Kolhapur, Maharashtra 416001, India

Lat 16.702334° Long 74.232482°

07/12/2025 11:31 AM GMT +05:30

Google



GPS Map Camera

Kolhapur, Maharashtra, India

P62m+v76, 1st Ln, E Ward, Shahupuri, Kolhapur, Maharashtra 416001, India

Lat 16.702329° Long 74.232453°

07/12/2025 11:20 AM GMT +05:30

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WORKSHOP ATTENDANCE SHEET

Name of Activity			
Resource Person			
Day & Date			
Program		Class	

Sr.no	Name of students	Roll no	Signature
1	Ritesh Mukund Bongale	08 ✓	
2	Anjali Anilkumar Lalwani	40	
3	Srushti Pradeep Dhote	14 ✓	
4	Tejans Sambhaji Apate.	03 ✓	
5	Tanuja Gurakhanath Gurav	20 ✓	
6	Pradnya Hanmant Khamkar	34	
7	Shreyas Shivaji Khot	36	
8	Vrushali Prakash Patil	54	
9	Vaibhavi Pandurang Shipekar	59	
10	Samiksha Suryakant Jadhav	24 ✓	
11	Sanika Sambhaji Awate	04 ✓	
12	Pranali Prashant Sawant	58	
13	Ms. Pallavi Prasad Kulkarni	37	
14	Aditya Shobharaj Karmik	32	
15	Rajvardhan Subhash Bhasale	07 ✓	
16	Yasuf Iqbal Kogude	27 ✓	
17	Jaydeep Chandrashekhar Chavam	09 ✓	
18	Yash Deelip Kamble	20 ✓	
19	Mayuresh Santosh Khavare	35	
20	Siddhesh Sunil Wadekar	63	
21	Nilesh Tanaji More	43	
22	Jaid Aslam Raut	56	
23	Ankita A. Singh	61	
24	Mirza S. Jadhav	25 ✓	
25	Dhekal Pratiksha Vitthal	12 ✓	
26	Kute Varsha Mahadev	39	
27	Arzoo Altaf Nadaf	45	
28	Suman Anant Thukaral	62	
29	Ankita Pradeep Kamble	28 ✓	
30	Amruta Pankaj Injulkar.	22 ✓	
31	Ancy. Raju Bandi	05 ✓	
32	Rutika Prashant Nikam	46	

