

BHARTIYA VIDYA MANDIR (BVM) COLLEGE OF MGMT. EDUCATION

QUESTION BANK

MBA- IV SEM

HRM04 – LEGAL FRAMEWORK GOVERNING HUMAN RELATIONS (PART-II)

Note : Question of 1.5 Marks.

- Q.1 Is there any maximum limit for Gratuity Payment?
- Q.2 When is the gratuity amount payable?
- Q.3 Point out the characteristics of Payment of Gratuity Act, 1972.
- Q.4 What are the circumstances when an employee is not eligible for Benefits under Maternity Benefit Act?

Note : Questions of 2 Marks.

- Q.1 Under what circumstances the gratuity of an employee can be forfeited.
- Q.2 Write a short note on objectives of the Maternity Benefit Act.
- Q.3 What is the procedure to get Gratuity?

Note : Questions of 3 marks.

- Q.1 Discuss the different provisions under the Maternity Benefit Act, 1961.
- Q.2 Explain the procedure for determination and recovery of gratuity?
- Q.3 What are the differences between Medical Benefits and Maternity Benefits?
- Q.4 What do you mean by continuous service? If an employee take long medical leave, does this mean break in service?
- Q.5 How is Gratuity Calculated and how much it is payable?
- Q.6 Discuss the Key Aspects of Maternity Benefit Act, 1961 & Compare with Other Schemes.
- Q.7 What are the penalty for not complying with the Payment of Gratuity Act 1972?
- Q.8 Is insurance policy mandatory under payment of Gratuity Act for organizations?