

QUESTION – BANK

MBA FOURTH SEMESTER - 2014

LEGAL FRAMEWORK GOVERNING HUMAN RELATIONS (HRM - 04)

UNIT – I

I : SHORT ANSWER TYPE QUESTIONS :-

- Q. 1 : Define Principle Employer and Immediate Employer?
- Q. 2 : What is Employee's State Insurance Fund?
- Q. 3 : Discuss the Provisions of Maternity Benefit?
- Q. 4 : What is Contribution?
- Q. 5 : Who is Dependant under the Employees state Insurance Act, 1948?

II : LONG ANSWER TYPE QUESTIONS :-

- Q. 1 : What are the Powers and Duties of Employee's State Insurance Corporation, the Standing Committee and the Medical Benefit Council?
- Q. 2 : How are the Inspectors appointed under the Employee's state Insurance Act, 1948? Explain their Functions?
- Q. 3 : What are the Penalties prescribed by the Employee's state Insurance Act, 1948 for Contravention of the provisions of the Act or the Rules made their under?
- Q. 4 : What are the different types of Benefits provided by the Employee's state Insurance Act, 1948?
- Q. 5 : State the Rules as to Employer's and Employee's contributions as provided in the Employee's State Insurance Act, 1948?

UNIT – II

I : SHORT ANSWER TYPE QUESTIONS :-

- Q. 1 : What is the Object of Minimum Wages Act, 1948?
- Q. 2 : Discuss the Rule Regarding Worker who Works-less than the Normal Working Day?
- Q. 3 : Define Cost of Living Index Number?
- Q. 4 : State the Provisions of the Payment of Wages Act, 1936 regarding deduction from Wages for absence from duty?
- Q. 5 : Define 'Wages' and 'Industrial' Establishment under the payment of Wages Act, 1936?

II : LONG ANSWER TYPE QUESTIONS :-

- Q. 1 : Discuss the Provisions of the payment of Wages Act, 1936 with regard to deductions which may and which may not be made from wages?
- Q. 2 : Write a note on an Employees liability for paying wages? Is he entitled to make any deductions at the time of payment of wages under the Act?
- Q. 3 : State how the Inspectors are appointed for the purposes of the minimum wages Act, 1948? What are their Power?
- Q. 4 : State how an Employee can take action if he is getting less than the minimum wages?
- Q. 5 : Elucidate briefly the procedure for Fixing Minimum Wages? What is the composition of such minimum rate of wages?

UNIT – III

I : SHORT ANSWER TYPE QUESTIONS :-

Q. 1 : Define the following terms under the workmen's compensation Act, 1923?

(A) Partial disablement.

(B) Total disablement.

Q. 2 : Discuss the Rule regarding personal injury bee accident under the workmen compensation Act, 1923?

Q. 3 : State the Rules regarding the notice of accident and its proper manner?

Q. 4 : How is gross Profit Calculated in case of a Company for the purposes of bonus?

Q. 5 :

II : LONG ANSWER TYPE QUESTIONS :-

Q. 1 : How is Amount of compensation payable to an injured workman calculated under the workmen's compensation Act, 1923?

Q. 2 : How far is an Employer Liable for Compensation to a workman injured by an accident arising out of and in the course of his employment?

Q. 3 : Describe the provisions of the workmen's Compensation Act, 1923 relating to (a) Review, (b) Distribution of Compensation/

Q. 4 :

Q. 5 :

UNIT – IV

I : SHORT ANSWER TYPE QUESTIONS :-

- Q. 1 : Define the term (a) Super animation, (b) Retirement under the payment of Gratuity Act, 1972?
- Q. 2 : What is Compulsory Insurance?
- Q. 3 : When does an Employee forfeit his right to gratuity?
- Q. 4 : What are the Leaves to which a woman is entitled in case of miscarriage or illness arising out of frequency?
- Q. 5 : What are the Cartesians for the payment of maternity benefit under the Maternity Benefit Act, 1961?

II : LONG ANSWER TYPE QUESTIONS :-

- Q. 1 : What are the Powers and Duties of Inspectors appointed for the purpose of the Maternity Benefit Act, 1961?
- Q. 2 : What are the Maternity benefits available to women workers under the maternity benefit Act, 1961
- Q. 3 : Who is Controlling Authority under the payment of Gratuity Act, 1972? What are his Powers?
- Q. 4 : What are the Circumstances in which gratuity become payable to an Employee under the payment of Gratuity Act, 1972?
- Q. 5 : What is the rate of Gratuity Payable to an Employee under the payment of Gratuity Act, 1972?