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Total Pages: 2
13099

MBA/D-17
Legal Framework Governing Human Relations
Paper: MBA-HRM-302

Time: Three Hours

Maximum Marks: 70

Note: Attempt any eight questions from Section A and any three questions from Part-B.
Each question of Section-A carries 5 marks and that of Section-B carries 10 Marks.

Section-A

1. Discuss the scope of labour legislation in India explaining the various types/classification of labour laws in India.
2. Figure out the amount of compensation granted to worker under various conditions of partial disability, permanent disability, death as stipulated in Workmen compensation Act 1923.
3. Differentiate between Allocable Surplus and Available Surplus as per Payment of Bonus Act 1965.
4. What is the procedure of fixing and revision of minimum wages as stated in Act?
5. Describe the significance of standing orders for regulating the employer employee relationship.
6. What is Certificate of Fitness? Discuss its legal implication as per Factories Act 1948.
7. Describe the provisions regarding dissolution and amalgamation of a trade union.
8. What is meant retrenchment under the Industrial Disputes Act 1947? What are the conditions precedent to retrenchment?
9. Discuss the major objectives and purposes behind Child labour (Prohibition and Regulation) Act 1986.
10. Briefly describe the provisions regarding Welfare of Contract labour as mentioned in Contract Labour (Regulation and Abolition) Act 1970

Section-B

11. Compare Strike and lockout. Explain the legal provisions associated with both of them as stipulated in Industrial Disputes Act 1947.
12. Elucidate the procedure, Mode of Registration of a trade union and the situations under which certificate of registration of a Trade Union stands cancelled.
13. Elaborate the legal provisions concerning Women and Young Persons as specified in Factories Act 1948.
14. Figure out the contents of draft Standing Orders, prerequisites and procedure concerning Certification of Standing Orders as specified in Industrial Employment Standing Order Act 1946.
15. What are Authorised Deductions? Explain in detail the various permissible deduction which an employer is authorized to do from wages of a worker as spelled out in Payment of Wages Act 1936.