

Roll No. ....

MMS/MX

6817

**Legal Framework Governing Human Relations**

**Paper: HRM-402**

Time: Three Hours]

[Maximum Marks : 70

Note:- Attempt FIVE questions in all. Question No.1 is compulsory.

All questions carry equal marks.

1. Write short notes on the following:
  - (a) Objectives of Labour Laws.
  - (b) Definition of Strike as given in the Industrial Disputes Act, 1947.
  - (c) Define Workman as given in the Industrial Disputes Act, 1947.
  - (d) Define trade union.
  - (e) Definition of minimum wages.
  - (f) Objectives of the Employees State Insurance Act.
  - (g) Who is eligible for Bonus under the provisions of the Payment of Bonus Act, 1965?
2. Briefly discuss the objectives and major provisions of The Industrial Disputes Act, 1947.
3. Discuss the provisions of the Trade Union Act, 1926 relating to the registrations and rights of trade unions in India.
4. What is meant by Bonus? Why is it paid? Discuss the rules relating to eligibility, disqualification under the Payment of Bonus Act, 1965.
5.
  - (a) Discuss the procedure for fixing and revision of minimum rate of wages under the Minimum Wages Act, 1948.
  - (b) Permissible deductions from wages under the Payment of Wages Act, 1956.
6. Write a detailed note on safety of workers as given in the Factories Act, 1948.
7. 'Prevention of disputes promotes conducive industrial environment and enhances efficiency.' Comment and discuss the machinery for prevention of industrial disputes in the light of the Industrial Disputes Act, 1947.
8. Write notes on any **two**:
  - (a) Principles of interpretation of Labour Laws.
  - (b) Relevance of labour laws in the present day's economic environment.
  - (c) Powers and duties of Welfare Officer.