

MMS/M- 13
LEGAL FRAMEWORK GOVERNING HUMAN RELATIONS
Paper- HRM- 402

Time allowed : 3 hours [*Maximum marks : 70*]

Note : Attempt five questions. Question No. 1 is compulsory. All questions carry Equal marks.

- 1. Write short notes on :**
 - (a) Discuss the objectives of Labour Legislation in India.**
 - (b) Discuss in brief various components of legal environment of Business in India.**
 - (c) How is the amount of compensation payable to an injured workman calculated under the Workmen's Compensation Act, 1923?**
 - (d) Discuss the relevant legal enactments relating to Wage administration in India.**
 - (e) Who are welfare officers? What are their duties and qualifications?**
 - (f) What are the types and objects on which a trade union can spend its funds?**
 - (g) What is the object underlying the Industrial Disputes Act, 1947?**
- 2. Explain the machinery that exists under the Industrial Disputes Act, 1947 for the settlement of industrial disputes.**
- 3. Discuss major provisions of Trade Union Act, 1926 and its implications for industrial organizations.**
- 4. State the general provisions regarding benefits under the Employees' State Insurance Act.**
- 5. How is 'available surplus' determined under the payment of Bonus Act? What part of it can be distributed amongst the employees as bonus?**
- 6. State the provisions of the minimum wages Act, 1948 regarding the procedure for fixing minimum wages. What is the composition of such minimum rate of wages?**
- 7. State the provisions of the factories Act, 1948 with regard to health and safety of workers.**
- 8. State the restrictions imposed by the factories Act, 1948 on the employment and work of young persons and women in a factory.**