

Roll No.

13103

Printed Pages : 3

MMS / M12

LEGAL FRAMEWORK GOVERNING

HUMAN RELATIONS

Paper-HRM-402

Time allowed : 3 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) Define certifying surgeons as given in the Factories Act, 1948.
- (b) State the difference between strike and lockout.
- (c) Define disablement as given in the Workmen's Compensation Act, 1923.
- (d) State the difference between wages and salary.
- (e) What are the various types of strike ?
- (f) Object of the Minimum Wages Act, 1948.

- (g) Conditions for eligibility of bonus as stated in the Payment of Bonus Act, 1965.
2. Write briefly, how a trade union is registered ? Also state when can the registration of a trade union be cancelled or withdrawn ?
 3. "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form at regular intervals and without any unauthorised deduction" Explain.
 4. Write short notes on :
 - (a) "Compulsory insurance of employees for payment of gratuity under the Payment of Gratuity Act, 1972.
 - (b) Define and discuss "arising out of and in the course of employment" as used in the Workmen's Compensation Act, 1923.
 5. State the general provisions regarding benefits under the Employee's State Insurance Act, 1948.

6. What factors led to the emergence of labour laws ? Discuss the socio-economic implications of labour laws.
7. What are the major provisions of the Payment of Bonus Act, 1965 ? Explain.
8. State the provisions of the Factories Act, 1948 with regard to health and safety of the workers.