

CMMS/D-18

LEGAL FRAMEWORK GOVERNING HUMAN RELATION

HRM-302

SECTION-A

1. Throw light on legal provisions concerning claims and penalties of Payment of Wages Act, 1936.
2. Mention the rules regarding Eligibility, Minimum and Maximum Bonus as per Payment of Bonus Act, 1965.
3. Examine the various prohibitions with respect to child labour as stipulated under Child Labour (Prohibition and Regulation) Act, 1948.
4. Throw light on legal rules concerning working hours of young persons and adults according to Factories Act, 1948.
5. What is Standing Order? Throw light on its major objectives. Why it is considered important?

6.What is Conciliation?Describe the various mechanisms of conciliation followed for settlement of Industrial disputes under Industrial Disputes Act,1947.

7.Elaborate the major offences and penalties mentioned under Industrial Disputes Act,1947.

8.Examine the rules and procedures regarding Licensing of Contractors under contract labour (Prohibition and Regulation)Act,1986

9.Discuss the various types of funds which a trade union can manage as per the Trade Union Act,1926.

10.Discuss how and under what situations modification of standing orders can be done as per Industrial Employment (Standing OrdDiscuss the various types of funds which a trade union can manage as per the Trade Union Act,1926.

10.Discuss how and under what situations modification of standing orders can be done as per Industrial Employment (Standing Orders)Act,1972.

SECTION-B

11.Elaborate the health,Safety and Welfare provisions concerning women as stipulated in Factories Act,1948.

12.Write a detailed note on legal provisions related to Lay-Off and Retrenchment as stipulated in Industrial Disputes Act,1947.

13.State the rights and duties of a Trade Union registered under Trade Union Act,1926.Also mention the circumstances under which Certificate of Registration of Trade Union stands cancelled.

14.Explain the procedure and Methology to calculate the amount of compensation and the way it is distributed as mentioned in workmen compensation Act,1923.

15.Briefly discuss the major legal provisions of Woekmen Compensation Act,1923.

16.What is Minimum Wages? How it is different from nominal wage and real wage?Mention the legal procedure of fixation and revision of minimum wages as stipulated in Minimum Wages Act,1948.