

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 note on the following in a brief manner
 - (a) Explain Principle of Welfare.
 - (b) What is meant by Regulative Legislation?
 - (c) Define a "factory" as per the factories Act, 1948.
 - (d) What is industrial dispute?
 - (e) What is conciliation?
 - (f) What is meant by 'Total disablement' as per the provisions of Workmen's Compensation Act.
 - (g) Explain the term Medical Benefits' as per the provisions of Employees' State Insurance Act. 1948. $7 \times 2 = 14$
2. Explain the various forces in the socio-economic environment that have influenced the labour legislation internationally and in India. 14
3. Briefly explain the criteria that can be applied to determine the representative character of a trade union. Also explain the rights and liabilities of registered trade unions. $4 + 10 = 14$
4. Explain the provisions of Workmen's Compensation Act, 1923 concerning payment of amount of compensation. 14
5. Explain the provision of Factories Act, 1948 concerning health and welfare. $7 + 7 = 14$
6. Explain the provision of Industrial Disputes Act, 1947 concerning layoff, retrenchment and closure of an undertaking. 14
7. Explain the various benefits that can be provided under the Employees' State Insurance Act, 1948. 14
8. Explain the objectives and scope of Payment of Wages Act, 1936. Also explain various permissible authorised deductions as per the provisions of the Act. 14