

**LEGAL FRAMEWORK GOVERNING HUMAN
RELATION****Paper : HRM-402**

Time : Three Hours]

[Maximum Marks : 70

Note :— Attempt FIVE questions. Question No. 1 is compulsory. All questions carry equal marks.

1. Write short notes on the following :—
 - (a) Define the term 'industrial dispute'.
 - (b) Define manufacturing process as used in the Factories Act, 1948.
 - (c) What is Employees State Insurance Fund ?
 - (d) For what purposes may a registered trade union create a political fund ?
 - (e) Difference between Allocable Surplus and Available Surplus as used in the Payment of Bonus Act, 1965.
 - (f) Components of social security.
 - (g) Who can be appointed Welfare Officer under the Factories Act, 1948 ?
2. Write a note on major provisions of Workmen's Compensation Act, 1923.
3. What are the powers and duties of Employee's State Insurance Corporation, Standing Committee and Medical Benefit Council as given in the Employee's State Insurance Act, 1948 ?

4. What authorities have been set up under the Industrial Disputes Act, 1947 for investigation and settlement of industrial disputes ?
5. Write a note on the scope and object of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. Differentiate between minimum wages and fair wages. Which of the two is near to the law of equal justice ? Explain the implication of the relevant act for the employees and the employers.
7. What are the rules as to the determination and recovery of the amount of gratuity under the Payment of Gratuity Act, 1972 ?
8. Write a note on duties, liabilities, and rights of a registered trade union under The Trade Union Act, 1926.