

Legal Framework Governing Human Relations

Paper: HRM – 402

Time: Three Hours

Max. Marks: 70

Note:- Attempt any FIVE questions in all. Question no. 1 is compulsory. All questions carry equal marks.

1. Write short notes on the following :-
 - (a) Dearness Allowance
 - (b) Define “adolescent” as per The Factories Act, 1948
 - (c) Standing orders
 - (d) Define “Award” as per the Industrial Disputes Act, 1947
 - (e) Lock out
 - (f) Fair Wage
 - (g) Welfare officer
2. Write about the emergence of labour laws in India. What objectives do the labour laws fulfill and how relevant are they in today’s business environment?
3. Why do employees join unions? What are the consequences for management and owners of having a union representing employees?
4. Describe the general provisions of Workmen’s Compensation Act.
5. Discuss the objectives, applicability and general provision of the Minimum Wages Act, 1948.
6. What is the settlement machinery for Industrial Disputes? Explain.
7. Describe in brief, the scope, applicability, extent and main provisions of the Factories Act, 1948.
8. (a) What are the duties, liabilities and rights of a registered trade union?
(b) What is the procedure for registration of trade unions and cancellations of registrations?