

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 :

- Define certifying surgeons as given in the Factories Act, 1948.
- State the difference between strike and lockout.
- Define disablement as given in the Workmen's Compensation Act, 1923.
- State the difference between wages and salary.
- What are the various types of strike?
- Object of the Minimum Wages Act, 1948.

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[P.T.O.]

(2)

(g) Conditions for eligibility of bonus as stated in the Payment of Bonus Act, 1965.

- Write briefly, how a trade union is registered? Also state when can the registration of a trade union be cancelled or withdrawn?
- "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.
- Write short notes on :
 - "Compulsory insurance of employees for payment of gratuity under the Payment of Gratuity Act, 1972.
 - Define and discuss "arising out of and in the course of employment" as used in the Workmen's Compensation Act, 1923.
- State the general provisions regarding benefits under the Employee's State Insurance Act, 1948.

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(3)

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.