

Roll No.

Total No. of Pages : 02

Total No. of Questions : 09

BRDM (2014 &amp; Onwards) (Sem.-5)

## LEGAL FRAMEWORK GOVERNING HUMAN RELATIONS

Subject Code : BBA 525

M.Code : 74192

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES:

1. SECTION-A is COMPULSORY consisting of TEN questions carrying TWO marks each.
2. SECTION-B consists of FOUR Sub-sections : Units-I, II, III & IV.
3. Each Sub-section contains TWO questions each, carrying TEN marks each.
4. Student has to attempt any ONE question from each Sub-section.

## SECTION-A

1. Write briefly :
  - a) Explain the concept of Labour Welfare.
  - b) Define the term Employer under the Maternity benefits Act, 1961.
  - c) Define the term Allocable Surplus as defined in Payment of Bonus Act, 1965.
  - d) What was the purpose of passing the Employees' State Insurance Act, 1948?
  - e) Define competent authority as used in Minimum Wages act, 1948.
  - f) Define Trade Union.
  - g) Define partial, disablement and total disablement.
  - h) Lay-offs and Retrenchment
  - i) Define the term 'Industrial Establishment' under the Payment of Wages Act, 1936.
  - j) Minimum Wage.

## SECTION-B

### UNIT-I

2. Discuss the various authorities for settlement of industrial disputes.
3. What are the rights and liabilities of a registered Trade Union?

### UNIT-II

4. Write a short note on the applicability of Minimum Wages Act, 1948.
5. An amount of bonus is due to employee under a settlement and it is not paid to him. What should be done for the recovery of the amount?

### UNIT-III

6. Define and discuss , 'arising out of and in course of employment' as used in sec 3 of Workmen Compensation Act, 1923.
7. Write a short note on the Payment of Gratuity Act, 1972.

### UNIT-IV

8. Distinguish between welfare work and social work.
9. Discuss the agencies for administering the labour laws in India.

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.