

AS-777

M.B.A. Semester—III Examination
HUMAN RELATIONS AND LEGAL FRAMEWORK
Paper—MBA-3302/H

Time : Three Hours]

[Maximum Marks : 70

N.B. :— (1) Attempt **ALL** questions.

(2) Figures to the right indicate Full marks.

SECTION—A

1. (a) Write a detail description of Indian labour laws in today's Socio-economic scenario. 14

OR

- (b) Evaluate objectives of different Indian labour laws. 14

SECTION—B

2. (a) What is the procedure for the registration and cancellation of a Trade Union ? 7
(b) If a discharged workman dies while contesting his termination, in this scenario what can be the provision under Workmen's Compensation Act ? 7

OR

- (c) What are the procedures for certification of Standing Orders ? 7
(d) X and Y are two different Trade Unions, functioning in an industry. After few years they both want to unite into one trade union and change their name—can they do so and how ? Justify. 7
3. (a) What are the circumstances under which the employer is not liable to pay compensation for injury to a workman ? 7
(b) Nilima working in an industry since 4 years ; she was pregnant 7 months and doctors declared that she needs total rest. But the management deny to sanction maternity leave to her. Is she entitled for maternity leave ? 7

OR

- (c) What are the provisions under Employee's Provident Fund Act to the employees ? 7
- (d) Mr. Nagendra left the company for his personal work at 2 pm in working hours and suddenly he met with an accident and lost both his legs. Can he claim for compensation ? Justify. 7

SECTION—C

4. (a) How are the claims arising from payment of less than the minimum rate of wages to employee settled ? 7
- (b) What penalties are prescribed for the offence under the Payment of Wages Act 1936 in wake of wrongly calculating the wages and giving it to workers ? 7

OR

- (c) Distinguish between available surplus and allocable surplus. How they are to be worked out ? 7
- (d) What are the salient features of Payment of Bonus Act ? 7

SECTION—D

5. Garewal Industry is a SSI unit. Industry hired 250 workers on contractual basis from Mr. Khemani, a contractor. After seven months of working period, workers from Garewal Industry are demanding for good working conditions and rest room. Garewalis caught in problem. After long discussion management decided not to provide the facilities.

Questions :

- (i) Is the decision taken by Garewal correct ? Justify. 7
- (ii) Give the appropriate provision under labour act concerned with the facilities demanded by workers. 7