

2500 employees. Often employees demand the facilities related to health and safety but management refused.

- (i) Is management taking the right decision not to provide good facilities ? 7
- (ii) What are the provisions there are regarding Factories Act 1948 ? Explain. 7

AP-275

**M.B.A. Semester-III Examination**

**HUMAN RELATIONS AND LEGAL FRAMEWORK**

**Paper—MBA-3302/H**

Time—Three Hours]

[Full Marks—70

**Note :—**(1) Attempt **ALL** questions.

(2) Figures to the right indicates full marks.

**SECTION-A**

- 1. (a) What are the specific objectives of labour legislation in our country ? Explain in detail. 14

**OR**

- (b) What are the sources of Industrial Jurisprudence ? Discuss. 14

**SECTION-B**

- 2. (a) What are the functions of the Registrar of Trade Union ? 7
- (b) Do you think whether following industries are under Industrial Dispute Act 1947 are not ?
  - (i) Education Institution
  - (ii) NGO.

Justify.

7

**OR**

(c) What are the acts or omissions on the part of a Work man which amount to mis conduct ? 7

(d) A Trade Union declared a strike which was illegal. The management files a civil suit against the Trade Union for such damages for the period of strike . What are the legal issues involved in such scenario ? Justify. 7

3. (a) What is the object of the Workmen's Compensation Act, 1923 ? 7

(b) Mrs Nita was on maternity leave. Due to the new arrival project, the management asked Nita to join duty immediately. Nita had a delivery before 2 months only. Nita refused to join. Was Nita's decision correct ? Justify. 7

**OR**

(c) Gratuity means what ? How is it important ? Explain it with its features. 7

(d) Lokesh, a worker in manufacturing company suffered from accident and lost his one hand. After the enquiry it was found that he was not sincere and obedient at work. He is liable for compensation ? Justify your answer. 7

### SECTION-C

4. (a) Distinguish between Minimum, Fair and Living Wages. 7

(b) Explain the rules for the payment of wages regarding the responsibility for payment. Does this act create the legal right of workers to receive their earned wages ? 7

**OR**

(c) Explain the provisions made in the act for payment of bonus to the employees of newly set up establishments. What is meant by newly set-up establishment under this Act ? 7

(d) M/s Sandesh Mill has gaining profit from last 2 years. It is not sharing the bonus out of it. It is also not giving the normal bonus at various incidents. Do you think that the company is violating the law ? How ? Under which law and its provision can you say it ? Justify. 7

### SECTION-D

5. Nermal Company is large scale company. The Company is located in rural place hence not providing good facilities to the workers working in the factory. Company having