

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

Time : Three Hours]

[Maximum Marks : 70

- Note :** (1) Solve **ALL** questions.  
(2) Figures to the right indicate full marks.

**SECTION—A**

1. (A) What are the objectives and importance of labour laws ? Discuss present socio-economic environment of labour laws in India. 14

**OR**

- (B) Explain in detail the need and importance of labour laws in present socio-economic environment. 14

**SECTION—B**

2. (A) Discuss the role of Trade Unions in maintaining industrial relations. 7  
(B) Rahul is an efficient worker but he is in the habit of doing misconduct with his colleagues. Manager Mr. Sharma did not take any action against Rahul saying that he is an efficient worker and company can not lose him. Mr. Sharma was transferred to other plant. New Manager Mr. Goyal observed Rahul for few days and decided to take action against him. You as HR Manager, guide Mr. Goyal to draft a Charge Sheet against Rahul. 7

**OR**

- (C) What are the objectives of Industrial Disputes Act ? Discuss different disputes coming under the Act. 7  
(D) Mohan is working in Alpha Chemicals. He is in the habit of coming to duty in drunk condition. Manager warned him verbally many times but Mohan did not improve. Manager suspended Mohan for three days. Is suspension valid ? Justify your answer. 7  
3. (A) Explain the need for gratuity and discuss the provisions of Gratuity Act. 7  
(B) Mr. Ramesh was in shift duty. He finished duty at 10 pm. While going home he met with an accident at 10 : 20 pm. He had head injury. He was taken to hospital immediately but declared dead by Doctors. Can his family claim for compensation from company ? Justify your answer. 7

**OR**

- (C) Discuss the provisions of Provident Fund Act. 7

- (D) Rahul was working in XYZ company for last 10 years. He died due to heart attack. He did not make any nomination for payment of gratuity. Who can claim for gratuity from his family in this situation ? Justify your answer. 7

**SECTION—C**

4. (A) Discuss the salient features of Payment of Minimum Wages Act. 7  
(B) Explain the provisions in the Payment of Bonus Act. 7

**OR**

- (C) “Bonus is the right of employees”. Elaborate the statement in the light of provisions of Payment of Bonus Act. 7  
(D) Explain whether the payments of Wages Act gives right to employees to receive the right wages in right time. 7

**SECTION—D**

5. Rohit Aluminium is located in backward area. The company is having 1500 regular employees and 300 contract employees. There is no Union in the company. Management has its own influential people in the workers who manages them for not forming union. It is a profit making company but company do not invest in employees. It provides minimum possible Welfare facilities to the workers. Huge amount of Caustic Soda is used in the production of aluminium. There is a frequent leakage of Caustic Soda and other hazardous chemicals through pipeline and pumps, which causes accidents. Workers are working in unsafe conditions and facing various problems. Some of the workers came together and decided to meet management to discuss various Welfare issues. They approached you as you are HR consultant.  
(A) How will you guide the group of workers for getting better welfare facilities keeping in mind provisions under Factories Act ? 7  
(B) The workers are working in unsafe conditions and meeting frequent accidents, so guide them to take up Safety issues with the management. 7