

Total No. of Questions: 09

# BRDM (2014 & Onwards) (Sem.-5) LEGAL FRAMEWORK GOVERNING HUMAN RELATIONS

Subject Code: BBA 525 M.Code: 74192

Time: 3 Hrs. Max. Marks: 60

#### **INSTRUCTIONS TO CANDIDATES:**

- 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.

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## **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 administrating 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.

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