

- d) State briefly the obligations of employers and rights of employees under the payment of Bonus Act. 7

**SECTION - D**

5. On sundry (weekly off for management employees) Mr. Pawar security officer from administrative department was taking round at about 2.pm.
- He found one of the worker, Mr. Jadhav working in the first shift, lying motionless.
  - He was shouting at canteen boys to provide him lunch
  - Mr. Pawar went in canteen and asked Mr. Jadhav why he was sitting in canteen, as the canteen was closed.
- Mr. Jadhav started abusing Mr. Pawar in filthy language and told him that he was a union member, therefor he should not ask him any questions.
- He created a scene of terror at the place.
- After hearing the high pitch other workmen took Mr. Jadhav from there. Mr. Pawar reported this matter in writing to the management
- 1) Analyse the case. 7
- 2) As a HR manager how you will handle the indiscipline. 7

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AR - 1218

M.B.A. Semester - III

**Paper-3302 : Human Relations & Legal Framework**

P. Pages : 4

Time : Three Hours

Max. Marks : 70

- Notes :
1. Attempt all the questions.
  2. Figures to the right indicate full marks.

**SECTION - A**

1. a) Discuss the socio-economic environment of labour laws in India. 14

**OR**

- b) Generally labour law covers 14
- Industrial Relations
  - Workplace, health & safety
- Do you agree? Justify your answer.

**SECTION - B**

2. a) What are the main objective of the 'Employees state Insurance Act' 1948. 7

- b) Mr. Ramesh who is the worker of the NAHATA Industry, he is very mischievous always enjoying and not sincerely working. One day as usual after leaving the Industry he was making nuisance to the other worker and suddenly both fights, one ran to chase another and they cross the industry gate and suddenly the heavy truck pass away from there & Mr. Ramesh met with an accident and lost his legs. 7

Is Ramesh eligible for compensation

**OR**

- c) What are important provisions under the Act of Employee's provident funds and miscellaneous provision 1952. 7
- d) Mrs Rita Sharma who is the project head and working an a very crucial project as she is expertise in that. After few months she applied for the maternity benefits to the employer. But as the project is an the completion employer refused to give her maternity leave for 2 months. In this situation what Rita should do? What are her rights under this Maternity benefit Act 1961? 7
3. a) Describe the historical development of the factories act 1948 7

- b) NITYA IRON is medium scale industry, around 1500 employees are working but among thing many met with an accidents. After analysis the situation we found company is not looking after the safety of the employee. What suggestion you will give regarding the safety under 1948 factories Act? 7

**OR**

- c) What are the provisions for grant of annual leave with pay? under factories Act, 1948. 7
- d) ABC company running at rural area where the employer cannot provide proper facilities to their employees. What remedies you can suggest under the factories Act? 7

**SECTION - C**

4. a) Distinguish between minimum fair and living wages. 7
- b) What are the authorized deductions? Mention some important deductions permissible and not permitted under the payment of wages act. 7

**OR**

- c) Explain the functions and composition of Advisory Board and the central advisory board, under the wages act. 7