

AT-1425

M.B.A. Semester—III Examination
HUMAN RELATIONS & LEGAL FRAMEWORK
Paper—3302

Time : Three Hours]

[Maximum Marks : 70

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

SECTION—A

1. (a) Discuss Legal framework of Human Relations. What is the impact of ILO on Industry environment. 14

OR

- (b) Discuss the significance and the main objectives of labour legislation in India. 14

SECTION—B

2. (a) What is the legal status of a registered trade union. 7
(b) Vishnu group of industries is a refrigerator manufacturing and marketing company. Its performance was always upto the mark but for past few months company's performance found down. An analysis revealed that due to the disputes between management and employees this may have happened.

As an HR manager what remedies will you suggest to resolve the disputes and make them efficient again. 7

OR

- (c) Explain the concept and the nature of the standing orders. 7
(d) Mrs. Nilima Shah now is a Manager of HR Department but a few months ago she was an assistant working in the HR Department but due to her performance, she got promotion. Now she is handling the HR Department. But the problem is when she ordered most of the employees, refuse to do and when she asks for clarifications employees always dishonored and abuses, as she was among them few month ago.

As a manager how would you tackle this ? What punishment can Nilima give to the employee ?

3. (a) Describe the procedure for registration of establishment employing contract labour. 7
(b) Employees working in the factory where the proper working conditions are not sound. It may be hazardous for their life. What do you suggest under Factories Act, 1948. 7

OR

- (c) Is it necessary for the contractor to obtain license ? 7
(d) Mr. Ashok is pressurized by the employer to work OT (Overtime) or sometimes employer the does not allow Ashok to go on time Looking into this situation, discuss the provisions governing working hours under Factories Act 1948. 7

SECTION—C

4. (a) Explain briefly the powers which the Government can exercise under the Minimum Wages Act. 7
(b) What acts amount to contravention of the Payment of Wages Act 1936 ? What penalties are prescribed for the offence ? 7

OR

- (c) How are the claims arising from payment of less than the minimum rates of wages to employees settled ? 7
(d) Explain the Provision for set on and set-off in the Payment of Bonus Act. Why has such a provision been made in the Act ? 7

SECTION—D

5. Madhvi is working in a big manufacturing company, her performance was always good after the marriage. She took her maternity leave but forgot to let her employer know, as her employer was very friendly with her, Madhvi failed to Convey her intention to return to work. She thought her employer knew she was returning since she called into work about 2 months before and was sure she told them she would be coming back. When she did return however her employer told her that she had been replaced and refused to take her back. The employer said the proper notice of the intention to return had not been given in writing after knowing this she was very upset.
- (1) What are Madhvi's rights under Maternity Benefit Act 1961. 7
(2) What do you think ? Is the employer right or wrong ? 7