

**Total No. of Questions : 09**

**BRDM (2014 & Onwards) (Sem.-5)**

## LEGAL FRAMEWORK GOVERNING HUMAN RELATIONS

**Subject Code : BBA 525**

**Paper ID : [74192]**

**Time : 3 Hrs.**

**Max. Marks : 60**

**INSTRUCTIONS TO CANDIDATES :**

1. **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) Retrenchment
  - (b) Lay offs
  - (c) Appropriate Government under the Minimum Wages Act, 1948
  - (d) Cooperative society under the payment of Bonus Act, 1965
  - (e) Wage period under the employees state insurance Act, 1948
  - (f) Employee under the Payment of Gratuity Act, 1972
  - (g) Permanent partial disablement under the Employees state Insurance Act, 1948
  - (h) Employees provident fund scheme
  - (i) Evolution of labour welfare
  - (j) Welfare work by trade unions.

## **SECTION-B**

### **UNIT-I**

2. Discuss the emergence and objectives of labour laws and their socio economic environment.
3. Discuss the scope and object of the Industrial disputes Act and highlight its main features.

### **UNIT-II**

4. Discuss the principle of fixation of minimum rates of wages under the Minimum Wages Act, 1948.
5. Discuss the classes of employees on which the payment of Bonus Act, 1965 does not apply.

### **UNIT-III**

6. Discuss the application and scope of the Employees state insurance act, 1948 highlighting its constitutionality.
7. Discuss the provisions pertaining to penalties under the Employees Provident Funds and miscellaneous provisions act, 1952. Also highlight the provisions in case offences are committed under the Act by companies.

### **UNIT-IV**

8. Discuss the various labour welfare activities of the Govt. of India.
9. What do you mean by labour administration? Enumerate various agencies administering labour welfare laws in India.