

Total No. of Questions : 4]

SEAT No. :

PB-1417

[Total No. of Pages : 2

[6225]-312

S.Y.B.B.A.

**306C: Legal Aspects of HRM
(2019 Pattern) (Semester - III)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) Multiple choice questions

[5]

- 1) Employee rights include
 - a) Unsafe working environment
 - b) Lack of social security
 - c) Timely wages
 - d) None of the above
- 2) Salary is payable
 - a) Daily
 - b) Weekly
 - c) Monthly
 - d) Biweekly
- 3) Dependent means _____
 - a) Wife of the employee
 - b) Dependent parents
 - c) Children
 - d) All of the above
- 4) HR department designs _____ manage the hr activities systematically.
 - a) Vision
 - b) Mission
 - c) HR Policies
 - d) Organizational objectives
- 5) HR policies should be _____
 - a) Unfair
 - b) Transparent
 - c) Uniform
 - d) Both b and c

P.T.O.

B. Match the pairs :**[5]**

A	B
Aggrieved woman	Right of employee
Salary	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)
Safety gear	Payable to employee
Wage differential	Reduction in industrial accidents
Safe drinking water	Occupation based wage difference

Q2) Long Answer questions (Attempt any 1 out of 2) :**[10]**

- Explain in detail the scope of HR policies
- Explain in detail the factors affecting wage/salary determination.

Q3) Long Answer questions (Attempt any 1 out of 2) :**[10]**

- Explain in detail the Vishakha guidelines under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal).
- Explain the salient features scope and application of Workmen's Compensation act 1923.

Q4) Short notes (Attempt any 4 out of 6) :**[20]**

- Wages definition under Payment of gratuity act
- Reasons for wage differentials
- Essentials of good HR Policies
- Exceptions to the definition of continuous service
- Objectives of workmen's compensation act 1923
- Vishaka committee

