

Total No. of Questions : 4]

SEAT No. :

PD1398

[Total No. of Pages : 2

[6440]-512

S.Y.B.B.A.

C 306 : LEGAL ASPECTS IN 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) A) Multiple choice questions.

[5]

- a) A safe workplace is a _____ of an employee.
 - i) Right
 - ii) Duty
 - iii) Both
 - iv) None
- b) HR policies include _____.
 - i) Leave
 - ii) Attendance
 - iii) Discipline
 - iv) All of the above
- c) Workmens compensation Act was framed in _____.
 - i) 1920
 - ii) 1923
 - iii) 1940
 - iv) 1947
- d) Contribution for gravity is paid by _____.
 - i) Employee
 - ii) Employer
 - iii) Both
 - iv) None
- e) Salary can be differenciated on the basis of _____.
 - i) Gender
 - ii) Race
 - iii) Religion
 - iv) None

P.T.O.

B) Match the following. [5]

- | | |
|--------------------------------|--|
| a) Living wage | i) Seasonal establishment |
| b) Social security legislation | ii) Type of wage |
| c) Protective legislation | iii) Protection of organisational property |
| d) Employee duty | iv) The gravity Act |
| e) Average 7 day wages | v) The sexual harrasment at workplace Act 2013 |

Q2) Answer (any one) of the two long answer questions.

[10]

- a) Explain the meaning of the term HR policy & the different types of policies in HRM.
- b) Explain various factors affecting determination of wages.

Q3) Answer (any one) of the two long answer questions.

[10]

- a) Explain the term gravity as per payment of gravity act. Also explain eligibility for payment of gravity.
- b) Explain the role & functions of internal complaints committee established under the sexual harrasment of women at workplace 2013 Act.

Q4) Short notes. (any four)

[20]

- a) Employee duties.
- b) Role of labour legislation.
- c) Objectives of wage & salary administration.
- d) Scope of payment of gravity Act.
- e) Scope of workmen's compensation Act.
- f) Acts termed as sexual harrasment at workplace.

