

Seat
No.

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आभास - 072

307 - SPECIALIZATION - IV 437 C
Human Resource Management
(HR Legislation)

P. Pages : 1

Time : Three Hours

Max. Marks : 60

Instructions to Candidates :

1. Do not write anything on question paper except Seat No.
2. Answersheet should be written with blue ink only. Graph or diagram should be drawn with the same pen being used for writing paper or black HB pencil.
3. Students should note, no supplement will be provided.
4. Attempt **any three** questions from Section-I & **any two** questions from Section-II.
5. All questions carry equal marks.

SECTION - I

1. Define 'factory' under the factories Act, 1948. What are the safety measures to be taken w.r.t. fencing of machine, self acting machines, Prohibition of Women & Children employment, Hoists & Lifts ? 12
2. Which deductions are allowed from your wages ? 12
3. Interpret Min Wage. How min-rates of wages are fixed ? Explain briefly the penalties for offences under the Min-wage Act, 1948. 12
4. What is meant by compensation ? What are the employers liability for compensation ? 12
5. Why the Child Labour (Prohibition & Regulation) Act, 1986 is enacted ? Also explain various occupations & processes in brief where child Labour are prohibited as employee. 12

SECTION - II

6. What various benefits are offered to employees in case of sickness, maternity & employment injury ? Which act encompasses the above provisions ? Explain the Act in brief. 12
7. Explain the meaning of Maternity Benefit Act, 1961. How these benefits helps the employee ? How the payment of Maternity benefit is given in case of death of a woman ? 12
8. Short notes **any three**. 12
 - a) Distribution of compensation.
 - b) Welfare of Contract Labour.
 - c) Benefits under ESF Act, 1948.
 - d) Health provisions
 - e) Bonus calculation.
