

Total No. of Questions : 4]

SEAT No. :

P1861

[Total No. of Pages : 2

[6033]-312

S.Y.B.B.A

**C 306 : LEGAL ASPECTS IN HRM
(2019 Pattern) (Semester - III)**

Time : 2½ Hour]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) A) Multiple choice questions. [5]

- a) Who are organisational stakeholders?
 - i) Government
 - ii) Employees
 - iii) Shareholders
 - iv) All of the above
- b) The Workmen's compensation Act was initiated in the year _____.
 - i) 1923
 - ii) 1932
 - iii) 1947
 - iv) 1945
- c) In order to be eligible for gratuity _____ years of continuous service is mandatory.
 - i) 3
 - ii) 4
 - iii) 5
 - iv) 10
- d) _____ is the framework defined by the HR department to manage the hr activities systematically.
 - i) HR Goals
 - ii) HR Objectives
 - iii) HR Policies
 - iv) HR Strategies
- e) What is the purpose of Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013?
 - i) Provide protection against sexual harassment of women at workplace
 - ii) Prevention and redressal of complaints of sexual harassment
 - iii) Both (i) and (ii) above
 - iv) None of the above

P.T.O.

B Match the Pairs

[5]

- | A | B |
|--------------------------------|---|
| a) Performance appraisal | i) Right of employee |
| b) Wage | ii) Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) |
| c) Vishakha committee | iii) payable to worker |
| d) The payment of Gratuity Act | iv) Reduction in industrial accidents |
| e) Safe working environment | v) 1972 |

Q2) Long answer questions (Attempt any 1 out of 2) [10]

- a) Explain in detail the various areas of HR policies
- b) Explain in detail the objectives of Wage & Salary Administration.

Q3) Long answer questions (Attempt any 1 out of 2) [10]

- a) Define the term continuous service and explain eligibility under payment of gratuity act.
- b) Explain the salient features of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)

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

- a) Distinguish between wage and salary
- b) Employee rights
- c) Definition of disablement as per The Workmen's Compensation act
- d) Scope and applicability of Payment of Gratuity act
- e) Importance of HR policy
- f) Internal complaints committee.

