

Total No. of Questions : 4]

SEAT No. :

P5958

[Total No. of Pages : 2

[6143]-312

S.Y.B.B.A.

306 - C : 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 side indicate marks.*

Q1) A) Multiple choice questions.

[5]

- a) Employee rights include
 - i) Safe working environment
 - ii) Social security
 - iii) Training and development
 - iv) All of the above
- b) The workmen's compensation act has been renamed as employees compensation act in the year _____.
 - i) 1923
 - ii) 1932
 - iii) 2009
 - iv) 1945
- c) In order to be eligible for gratuity 5 years of _____ service is mandatory.
 - i) Discontinuous
 - ii) Contractual
 - iii) Continuous
 - iv) Permanent
- 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 period of limitation of appeal against the recommendations of the internal committee?
 - i) 60 days
 - ii) 90 days
 - iii) 180 days
 - iv) 120 days

P.T.O.

B) Match the pairs :

[5]

- | A | B |
|-----------------------------------|---|
| a) Performance appraisal | i) Right of employee |
| b) Salary | ii) Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) |
| c) Internal complaints committee | iii) Payable to employee |
| d) Wage differential | iv) Policy based decision |
| e) Timely receipt of compensation | v) Industry based wage difference |

Q2) Long answer questions (Attempt any 1 out of 2) :

[10]

- a) Explain in detail the importance of HR policies.
- b) Explain in detail the significance and role of Wage & Salary Administration.

Q3) Long answer questions (Attempt any 1 out of 2) :

[10]

- a) Explain various methods of calculation of gratuity.
- 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) Legal issues relating to HRM.
- c) Disablement benefit
- d) Exceptions to the definition of continuous service
- e) Importance of rights of employee
- f) Vishakha committee.

