

Total No. of Questions : 4]

SEAT No. :

PC-1109

[Total No. of Pages : 2

[6316]-112

S.Y. B.B.A.

**C-306 : LEGAL ASPECTS OF HRM
(2019 Pattern) (CBCS) (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]

- i) Employee rights include.
 - a) Safe working environment
 - b) Social security
 - c) Training and development
 - d) All of the above
- ii) The Workmen's compensation Act had been renamed as employees compensation act in the year _____.
 - a) 1923
 - b) 1932
 - c) 2009
 - d) 1945
- iii) In order to be eligible for gratuity 5 years of _____ service is mandatory.
 - a) Discontinuous
 - b) Contractual
 - c) Continuous
 - d) Permanent
- iv) _____ is the framework defined by the HR department to manage the hr activities systematically.
 - a) HR Goals
 - b) HR Objective
 - c) HR Policies
 - d) HR Strategies
- v) What is the period of limitation of appeal the recommendations of the Internal Committee?
 - a) 60 days
 - b) 90 days
 - c) 180 days
 - d) 120days

P.T.O.

B) Match the pairs **[5]**

A	B
Performance appraisal	Right of employee
Salary	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)
Internal complaints committee	Payable to employee
Wage differential	Policy based decision
Timely receipt of compensation	Industry based wage difference

Q2) Long Answer Question (any 1 out of 2) **[10]**

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

Q3) Long Answer Question (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 Work place (prevention, Prohibition and Redressal)

Q4) Short notes (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.

