

Roll No. ....

**Y – 2878**

**M.B.A. (Fourth Semester) EXAMINATION,**

**May/June-2021**

Paper – HRM-04

**LEGAL FRAMEWORK GOVERNING HUMAN RELATIONS (PART II)**

*Time : Three Hours*

*Maximum Marks : 70*

*Minimum Pass Marks : 28*

**Note**—Attempt *all* questions. Question no. 1 is compulsory.

**Unit-I**

1. What are different types of benefits provided under the Employees State Insurance Corporation Act, 1948 ? 14

**Unit-II**

2. Discuss the object and scope of Minimum Wages Act ? Who is authorized to fix minimum wages and in what manner ? 14

**Unit-III**

3. State the major provisions relating to distribution of compensation under the act. 14

**Unit-IV**

4. Explain briefly— 14  
(a) Major provisions of Maternity Benefit Act, 1961.  
(b) Major provisions related to Payment of Gratuity Act.

**Unit-V**

5. Describe the principle of set on or set off of allocable surplus. What is its significance in arriving at bonus amount payable to an employee ? 14

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