

Total No. of Questions : 07] [SET-A] [Total No. of Printed Page : 02

FINAL EXAMINATION – JULY 2017
MASTER OF BUSINESS ADMINISTRATION (MBA)

Second Year - Third Semester
(HR Group)

3MBA 7

Legal Framework Governing Human Relation

Time : 3 Hours

Max Marks : 70
Min. Marks : 28

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- Note : (i) Attempt Any Four from section “A”
(ii) Attempt Any Three from section “B”
(iii) Section “C” is compulsory.
-

SECTION – “A” (Any Four)

4 × 5 = 20

Q.1. Write short notes on:- (Any four)

- (i) Medical Benefit council
- (ii) ESI Fund
- (iii) Double Employment
- (iv) Notice period of work
- (v) Settlement
- (vi) Contravention

SECTION – “B” (Any Three)

3 × 12 = 36

Q.2. Illustrate the different Penalties for non-compliance under Industrial dispute Act,1947?

Q.3. Illustrate the conditions for Eligibility, cash and Non-cash benefits along with its exceptions, penalty for contravention by Employer under maternity benefit Act, 1961?

Q.4. Illustrate the reasons for decline of Social Image of trade unions in India? Suggest Remedies to improve the Social Image?

Q.5. Explain the structure of ESI Corporation? How does ESI fund facilitate in proper functioning of ESI Corporation. Explain in detail?

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SECTION – “B” (Any Three)

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Q.5. Explain the structure of ESI Corporation? How does ESI fund facilitate in proper functioning of ESI Corporation. Explain in detail?

Q.6. When an employee is not liable for compensation under compensation Act, 1923? Explain the procedure for calculation of amount of compensation by taking (i) Death (ii) Total disablement cases.

SECTION – “C”
(Compulsory Question)

14

Q.7. Mrs. Shalu Sharma worked as Assistant Manager in purchase department. She had joined on 10th January, 2012. During probation period, her performance was not good. On 12th march, 2012 she gave an application to seek maternity leave. The management replied back saying she can take leave (Maternity) without pay. Mrs. Shalu again requested for Maternity leave with pay and this time she attached medial certificate of pregnancy also. The response of the Management remained the same in addition, the management informed her that her performance during probation period is poor but management feels she can stay in the company and avail Maternity leave without pay. Mrs. Shalu went on leave. After coming back from leave, she filed a complain against company and demanded compensation, benefits under Maternity benefit act 1961.

- (i) Suggest what should company do?
- (ii) Was Mrs. Shalu justified in her demand? Suggest reasons to support your comment.
- (iii) As a HR manager, what you would have done in Shalu's place to apply for Medical leave under Maternity Benefit Act, 1961?

Q.6. When an employee is not liable for compensation under compensation Act, 1923? Explain the procedure for calculation of amount of compensation by taking (i) Death (ii) Total disablement cases.

SECTION – “C”
(Compulsory Question)

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- (i) Suggest what should company do?
- (ii) Was Mrs. Shalu justified in her demand? Suggest reasons to support your comment.
- (iii) As a HR manager, what you would have done in Shalu's place to apply for Medical leave under Maternity Benefit Act, 1961?