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Reg. No. : .....

Name : .....

**Third Semester M.A. Degree Examination, February 2015**  
**HUMAN RESOURCE MANAGEMENT**  
**HRM 2.3.3 : Labour Legislation**  
**(Common for Personnel Management)**  
**(2006 Admn.)**

Time : 3 Hours

Max.Marks : 75

**PART – A**

Answer **any five** of the following. **All** carry **equal** marks. **Each** answer **not** to exceed **300** words. **(6×5=30 Marks)**

1. Write a note on human relations and legal relations.
2. How is the 'right to be heard', achieved in Domestic Enquiry proceedings ?
3. Explain 'charge sheet' as a necessary step in Domestic Enquiry.
4. Write a note on the power of the management/employer to require and enforce discipline in the establishment.
5. Write a note on the major provisions of the Workmen's Compensation Act, 1923.
6. It is high time that the Maternity Benefit Act, 1961 has a paternal equivalent.  
Comment.
7. Explain the pros and cons of 'incorporation' under the Companies Act, 1956.
8. Briefly outline the Working Journalists Act.

P.T.O.



## PART - B

Answer **any three each** in about **1500** words. **Each** question carries **15** marks.

**(15×3=45 Marks)**

9. Social Security obligations impose huge responsibility on the employer and leaves out the vast majority of unorganized. Comment.
10. Compare and Contrast the logic of the Employees Provident Fund and Miscellaneous Provisions Act, 1952, Family Pension Scheme, 1971 and Payment of Gratuity Act, 1972.
11. Draw a Domestic Enquiry Procedure flowchart and explain how the steps relate to the principles of natural justice.
12. Explain the roles of the employers, employees and the government with respect to any (one) labour legislation of your choice.
13. 'Labour legislation is heavily in favour of labour, hindering entrepreneurship in India'. Comment.