

# Human Resource Management

## Paper 3: Elements of Labor Legislation (Compulsory)

Time: 3 hours

Max Marks: 80

### SECTION - A

Answer ALL questions.

4X15=60

1. a) Explain various principles of labor legislations?  
(or)  
b) Describe the welfare provisions mentioned in the Factories Act 1948?
2. a) Write an essay on historical development of labor legislation?  
(or)  
b) Explain the salient features of Trade Union Act-1926?
3. a) Write about the dispute settlement machinery provided in ID Act in 1947?  
(or)  
b) What are the benefits entitled by an employee according to ESI Act 1948?
4. a) explain the provision of payment of Wages Act 1936?  
(or)  
b) Write about the salient features of Bonus Act 1965?

### SECTION – B

Answer any FOUR Questions

4x5=20

5. Labor constitution
6. Gratuity
7. Provident fund
8. Maternity benefit
9. Standing Orders
10. Shops and establishment
11. Contract labor (regulation and abolition Act)
12. Compensation