

### 305 HR Labour & Social Security Laws

1. Outline the evolution of labour laws in India. Explain why there is a need for change in labour laws?
2. Define “Factory” under Factories Act, 1948. Discuss the provisions made under Factories Act, 1948 for the Health & Welfare of Worker.
3. Explain the following provisions under Factories Act, 1948 –  
Weekly hours, Weekly holidays, Compensatory holiday, Daily hours, Extra Wages for overtime.
4. Discuss annual leave with wages under Factories Act, 1948.
5. Write any nine authorized deductions from the wages/salary of employees under Payment of Wages Act, 1936.
6. Write a note on Payment of Minimum Bonus & Maximum Bonus under Payment of Bonus Act, 1965.
7. Explain the following provisions made under the Payment of Bonus Act, 1965 –
  - a. Eligibility for Bonus
  - b. Disqualification for Bonus
  - c. Time Limit for Payment of Bonus
8. Explain the procedure for fixing & revising minimum wages under Minimum Wages Act, 1948.
9. Define “Superannuation” under Payment of Gratuity Act, 1972. Explain the salient features of Payment of Gratuity Act, 1972.
10. Explain the forfeiture & eligibility of gratuity under Payment of Gratuity Act, 1972.
11. Explain the objectives of Workmen’s Compensation Act, 1923. Explain, in detail, types of injuries compensated under the Workmen’s Compensation Act, 1923.
12. Explain the various schemes made under the Employees’ Provident Fund & Miscellaneous Provisions Act, 1952.
13. Explain the objectives of Employees State Insurance Act, 1948. Explain, in detail, important benefits provided under the ESI Act, 1948
14. Explain the salient features of Maternity Benefits Act, 1961, with highlighting latest amendments.

**15. Short Notes:**

- a. ILO & its role
- b. Applicability, eligibility & disqualification for Bonus
- c. Welfare provisions under Factories Act, 1948
- d. Salient features of Payment of Gratuity Act, 1972
- e. Applicability of the ESI Act, 1948. Contributions under ESI act. Dependents under ESI act.
- f. Applicability of the Workmen's Compensation Act, 1923. Amount of compensation in case of death, permanent total disablement, permanent partial disablement, temporary disablement.

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**306 Human Resource Accounting & Compensation Management**

- Q.1) Define Human Resource Accounting. Explain the Market Value of HR Assets?
- Q.2) Explain the term-i) Balance score card
- Q.3) Differentiate between Expenditure Training & Productivity Training.
- Q.4) Explain the term –i) Human Capital Investment  
ii) Recruiting & training costs
- Q.5) Write note on 'Classification of Cost in HR Accounting' in detail.
- Q.6) How would you go about designing Recruitment/ Training procedure for two different companies located in India?
- Q.7) Write a note on Experiences and Exploration on HRA?
- Q.8) Discuss in brief the various theories related to compensation management?
- Q.9) Write down the advantages and disadvantages of group and individual incentives?
- Q.10) Describe the Reward System Retirement plans including VRS?
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### **307 Employee Health, Safety**

- Write a Short Note on-
    1. Safety Planning
    2. Safety Policies
    3. Safety Inspection
    4. Record Keeping
  - Define Occupational Health .Explain Safety Disease & Chemistry/Mechanism?
  - Gives details about Prevention & type of Fire?
  - Define Labour Welfare .Give its objective, principal, approaches & classification of Welfare?
  - Explain in details Need, Role, Function, Duties, Qualification, Disqualification, Duties under Maharashtra Welfare Officer Rules 1966?
  - Explain Statutory & Non-Statutory Welfare Facilities?
  - Explain
    1. The air prevention & Control Act 1981.
    2. The water prevention and control Act 1974.
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### **309 HR Audit**

- Define HR Audit. Give its Components & elements.
  - Explain in details Strategies, Systems & Competencies of HRD.
  - Describe Methodology of HRD.
  - How the Effective of HRD Audit as an Intervention.
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### **312 HR Public Relations & Corporate Communications**

- Write a short note on public relation & corporate communication.
  - Explain Developing Methodologies for successful practices of media relation.
  - Explain Theory & History of Public Relation.
  - Write a short note with suitable example
  - Communication Management
  - Event Management
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### **313 HR Quality Management System**

- Explain History, Principles & Tools of TQM.
  - Explain in details Components of TQM.
  - Write down the processes of continuous improvement & Learning in TQM.
  - Write down principles & Objectives of ISO 9000 Standard.
  - Write down Procedure for registration and certification of ISO 9000 Standards.
  - Define 5S .How to Implementation of 5S.
  - Describe in brief Tools for continuous improvement.
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