

Total No. of Questions : 4]

SEAT No. :

**P1861**

[Total No. of Pages : 2

[6033]-312

**S.Y.B.B.A**

**C 306 : LEGAL ASPECTS IN HRM  
(2019 Pattern) (Semester - III)**

*Time : 2½ Hour]*

*[Max. Marks : 50*

*Instructions to the candidates:*

- 1) All questions are compulsory.
- 2) Figures to right indicate full marks.

**Q1) A) Multiple choice questions.**

**[5]**

- a) Who are organisational stakeholders?
  - i) Government
  - ii) Employees
  - iii) Shareholders
  - iv) All of the above
- b) The Workmen's compensation Act was initiated in the year \_\_\_\_\_.
  - i) 1923
  - ii) 1932
  - iii) 1947
  - iv) 1945
- c) In order to be eligible for gratuity \_\_\_\_\_ years of continuous service is mandatory.
  - i) 3
  - ii) 4
  - iii) 5
  - iv) 10
- d) \_\_\_\_\_ is the framework defined by the HR department to manage the hr activities systematically.
  - i) HR Goals
  - ii) HR Objectives
  - iii) HR Policies
  - iv) HR Strategies
- e) What is the purpose of Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013?
  - i) Provide protection against sexual harassment of women at workplace
  - ii) Prevention and redressal of complaints of sexual harassment
  - iii) Both (i) and (ii) above
  - iv) None of the above

**PTO.**

Total No. of Questions : 4]

SEAT No. :

P6846

[Total No. of Pages : 2

[5802]-312

S.Y. B.B.A.

C 306 : LEGAL ASPECTS IN HRM

(2019 Pattern) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) Figures to the right indicate full marks.

Q1) A) Multiple Choice Questions :

[5]

- i) When did Workmens Compensation Act 1923 come into force?
  - a) 1 April 1955
  - b) 1 March 1955
  - c) 1 May 1955
  - d) 1 July 1924
- ii) Labour laws project the principle of
  - a) Social equality
  - b) Social Justice
  - c) Social welfare
  - d) All of these
- iii) Gratuity is payable to employees after \_\_\_\_\_ years of continuous service.
  - a) 1 year
  - b) 3 years
  - c) 5 years
  - d) 7 years
- iv) The \_\_\_\_\_ committee has been established under 'The Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal act)
  - a) Vishakha
  - b) Nirbhaya
  - c) Ashwini
  - d) Priyadarshini
- v) Wages can be paid \_\_\_\_\_.
  - a) Daily
  - b) Weekly
  - c) Biweekry
  - d) All of these

P.T.O.

Total No. of Questions : 4]

SEAT No. :

P5958

[Total No. of Pages : 2

[6143]-312

S.Y.B.B.A.

**306 - C : LEGALASPECTS OF HRM  
(2019 Pattern) (Semester - III)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

- 1) *All questions are compulsory.*
- 2) *Figures to the right side indicate marks.*

**Q1) A)** Multiple choice questions.

**[5]**

- a) Employee rights include
  - i) Safe working environment
  - ii) Social security
  - iii) Training and development
  - iv) All of the above
- b) The workmen's compensation act has been renamed as employees compensation act in the year \_\_\_\_\_.
  - i) 1923
  - ii) 1932
  - iii) 2009
  - iv) 1945
- c) In order to be eligible for gratuity 5 years of \_\_\_\_\_ service is mandatory.
  - i) Discontinuous
  - ii) Contractual
  - iii) Continuous
  - iv) Permanent
- d) \_\_\_\_\_ is the framework defined by the HR department to manage the hr activities systematically.
  - i) HR Goals
  - ii) HR Objectives
  - iii) HR Policies
  - iv) HR Strategies
- e) What is the period of limitation of appeal against the recommendations of the internal committee?
  - i) 60 days
  - ii) 90 days
  - iii) 180 days
  - iv) 120 days

**P.T.O.**

Total No. of Questions : 4]

SEAT No. :

**PA-1913**

[Total No. of Pages : 2

[5953]-312

**S.Y. B.B.A.**

**C306 : LEGAL ASPECTS IN HRM  
(2019 Pattern) (Semester - III)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

- 1) All questions are compulsory.*
- 2) Figures to the right indicate full marks.*

**Q1) A) Multiple choice questions.**

**[5]**

- i) HR policy could be \_\_\_\_\_.
  - a) Document
  - b) Verbal
  - c) Code of Conduct
  - d) All of the above
- ii) Labour laws \_\_\_\_\_.
  - a) Protect
  - b) Regulate
  - c) Prohibit
  - d) All of the above
- iii) Gravity is calculated on \_\_\_\_\_.
  - a) 15 days average wage
  - b) 20 days average wage
  - c) 25 days average wage
  - d) 30 days average wage
- iv) Workmen's compensation is paid on account of  
  - a) Death
  - b) Disablement
  - c) Both
  - d) None
- v) Sexual Harrasment includes \_\_\_\_\_.
  - a) Physical contact
  - b) Verbal remarks
  - c) Sharing of digital content in objectionable context
  - d) All of these

**PTO.**