

S.No. 9134

HRMNS 4

(For candidates admitted from 2005–2006 onwards)

**M.H.R.M., DEGREE EXAMINATION,
NOVEMBER 2023.**

Human Resources Management

INDUSTRIAL RELATIONS AND LABOUR WELFARE

Time : Three hours Maximum : 100 marks

PART A — (5 × 8 = 40)

Answer any FIVE questions

1. State the Scope of labour legislations.
2. What are the approaches of labour legislation?
3. Briefly explain the element of labour law.
4. List and explain the various rules regarding the contribution of ESI fund.
5. What are the general provisions involved in ESI act?
6. What are the provisions involved in payment and forfeiture of gratuity and exemption?

7. Bring down the salient features of maternity benefits Act.
8. What are the provisions of the Factories Act, 1948 with regard to welfare of the workers?

PART B — (3 × 20 = 60)

Answer any THREE questions

9. Discuss the various conditions involved in good labour legislations.
10. Explain the various functions of trade union.
11. Who are dependants and who can they claim compensation under the Act?
12. Analyze the concept of bonus formula.
13. What are the restrictions in the Factories Act, 1948, relating to employment of child and women workers?