



ST. FRANCIS DE SALES COLLEGE

A FRANSALIAN INSTITUTE OF HIGHER EDUCATION AUTONOMOUS

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END SEMESTER EXAMINATION – APRIL 2025

MANAGEMENT – I SEMESTER MBA

**24MBA16 – LEGAL ASPECTS AND
INTELLECTUAL PROPERTY RIGHTS**

Time: 3 Hours

Max. Marks: 70

Instruction: Answer should be written completely in English

SECTION - A

Answer any FIVE questions. Each question carries FIVE marks.

(5x5=25)

1. Explain the role of the Central and State Advisory Boards under the Code on Wages, 2019.
2. What are the key benefits provided under the Employees' Provident Fund (EPF) scheme?
3. Explain the concept of Electronic Governance under the IT Act, 2000.
4. Define Intellectual Property Rights (IPRs) and explain their importance.
5. What are the key international conventions related to Copyright Law?
6. What are the duties of employers under the Occupational Safety, Health, and Working Conditions Code, 2020?
7. Define the term "Patentability" and mention its key criteria.

SECTION - B

Answer any THREE questions. Each question carries TEN marks.

(3x10=30)

8. Discuss the key provisions of the Social Security Code, 2020, and its impact on gig and platform workers.
9. List out and explain the patent procedure in India, from filing to grant.
10. Explain the application and procedures for obtaining a patent under WIPO.
11. Discuss the principles of originality and fixation in Copyright Law with examples.

SECTION - C

Compulsory question (Case study). The question carries FIFTEEN marks. (1x15=15)

12. A company refuses to pay a bonus to employees, citing financial losses. However, the employees argue that the company has distributed dividends to shareholders



Questions:

- a) Are the employees entitled to a bonus under the Code on Wages, 2019?
- b) What are the legal provisions regarding bonus payments in case of financial losses?
- c) What actions can employees take to claim their bonuses?

