

Registration No :

1 7 1 3 2 5 8 0 1 4

Total Number of Pages : 02

IMBA
16IMN505

5th Semester Regular/Back Examination 2019-20
EMPLOYMENT LEGISLATIONS

BRANCH : IMBA

Max Marks : 100

Time : 3 Hours

Q.CODE : HRB426

Answer Question No.1 (Part-1) which is compulsory, any EIGHT from Part-II and any TWO from Part-III.

The figures in the right hand margin indicate marks.

Part-I

(2 x 10)

Q1 **Only Short Answer Type Questions (Answer All-10)**

- a) State the objectives of labour laws enacted in India.
- b) Define employment injury.
- c) Difference between mediation and conciliation.
- d) Explain the term manufacturing process.
- e) Differentiate between social legislations and labour legislations.
- f) Distinguish between settlement and award.
- g) What are the objectives of social security legislations in India?
- h) What do you mean by adjudication?
- i) A worker aged 14 wants to become the member of the office-bearers. Will he be allowed to do so?
- j) What do you mean by 'Set-on' and 'Set-off'?

Part-II

Q2 **Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)** (6 x 8)

- a) Define statutory conditions of service. Explain in brief the various statutory conditions of service of workmen are well defined by the employers.
- b) State the various maternity benefits available for working women.
- c) Define VRS. State the salient features of a VRS scheme.
- d) Discuss the historical background of labour legislations enacted for protection of the interest of workers.
- e) What is meant by 'minimum wage'? Who is authorized to fix minimum wages and in what manner?
- f) Describe the provisions of annual leave with wages under the Factories Act, 1948.
- g) What is allocable surplus? How does it differ from available surplus? How would you arrive at available surplus?
- h) Discuss the object and scope of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- i) Enumerate the objects for which the general fund of a trade union can be used.
- j) Explain and illustrate the expression 'injury arising out of and in the course of employment'.
- k) What is the procedure for certification of Standing Orders framed by an industrial establishment?
- l) Explain the term industrial dispute, according to the Industrial Disputes Act, 1947. A driver employed in a firm of Solicitors wants to raise an industrial dispute. Can he do so?

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at regular intervals and without unauthorized deductions." Explain. (16)
- Q4** State the provisions of the Industrial Disputes Act with regard to the prevention and settlement of industrial disputes and of a voluntary transfer of disputes for arbitration. (16)
- Q5** Discuss the various benefits and the conditions under which these benefits are available to employees under the ESI Act, 1948. (16)
- Q6** "Briefly enumerate the provisions of the Factories Act, 1948 ensuring the health, safety and welfare of the workers in a factory. (16)

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IMBA
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5th Semester Regular Examination 2018-19

EMPLOYMENT LEGISLATIONS

BRANCH : IMBA

Time : 3 Hours

Max Marks : 100

Q.CODE : E413

Answer Question No.1 (Part-1) which is compulsory, any EIGHT from Part-II and any TWO from Part-III.

The figures in the right hand margin indicate marks.

Part- I

Q1 Short Answer Type Questions (Answer All-10) (2 x 10)

- Define a factory as stated in Factories Act 1948
- RP Ltd is a newly set up establishment. Will it be exempted from paying bonus to their employees?
- What is a registered trade union?
- What is the restriction to appoint child labour under Factory Act?
- What is labor aristocracy?
- When can bonus be forfeited?
- What do you mean by minimum wages?
- What is occupational hazards?
- When can a strike be declared as illegal ?
- What is the meaning of employment injury?

Part- II

Q2 Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Discuss the causes of industrial disputes.
- What is standing order? What are its purposes?
- Discuss the rules regarding prohibition of strikes and lockouts.
- Explain the procedure for fixing and revising minimum wages.
- What are the provisions regarding deduction from wages?
- What is the procedure of calculating amount of bonus payable? What is allocable surplus?
- Discuss the provisions relating to employees covered under EPF and contributions made by employer and employee.
- Discuss the obligations of employers under ESI Act.
- Explain the rules regarding the liability of employer under employees compensation Act.
- Discuss the privileges of a registered trade union.
- Discuss the need for having standing orders in industrial establishments.
- Define and discuss "arising out of and in course of employment" as used in the Employees compensation Act.

Part-III

Long Answer Type Questions (Answer Any Two out of Four)

- Q3** State the provisions of the Factories Act 1948 regarding health, safety and welfare of the workers. How is the Chief Inspector appointed under the Factories Act? Discuss his Powers. **(16)**
- Q4** Define a trade union according to Trade Union Act. What are the conditions to be satisfied to get a trade union registered? Can a Registrar refuse to register a Trade Union? When can registration of a trade union be withdrawn or cancelled and by whom? **(16)**
- Q5** How do you define an industrial dispute? Detail the machinery provided under the Industrial Disputes Act 1947 for the Prevention and Settlement of Industrial disputes. **(16)**
- Q6** Give an overview of labour laws in India. Discuss the objectives of having so many employment related laws. **(16)**