



**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY  
& MANAGEMENT STUDIES, BHUBANESWAR**

**Semester : 10<sup>th</sup> Sem. IMBA  
Batch : 2020-25  
Subject : Industrial Legislations  
Subject Code : 16IMN1001C**

**Date : 15.04.2025  
Class Test – II  
Duration : 1 Hr.  
Full Marks : 30**

**Section - A**

1. Answer any four out of following questions. [4 x 2 = 8]
- a) What is cost of living index as per Minimum wage act, 1948? [CO1]
  - b) What is the objective of payment of wage act 1936? [CO1]
  - c) Does the Payment of Bonus Act apply to employees working in seasonal factories?? [CO1]
  - d) When is an employee disqualified from receiving Bonus'? [CO2]

**Section - B**

2. Answer any two questions out of following [2 x 6 = 12]
- a) Discuss the provisions for computation of bonus according to this act. [CO1]
  - b) What is allocable surplus? How does it differ from available surplus? [CO2]
  - c) Analyze whether the delay in wage payment is a violation of the Payment of wage Act. What are the prescribed timelines for wage payment in such establishments? [CO2]

**Section - C**

3. Answer any one out of following questions. [1 x 10 = 10]
- a) A company has incurred losses in the accounting year but had paid a bonus in the previous two years. Is it still obligated to pay a bonus to its employees? Explain your answer with reference to the provisions related to loss-making establishments under the Payment of Bonus Act, 1965. [CO3]
  - b) State procedure laid down under the Minimum Wage Act, 1948 for fixing and revising minimum wages. [CO2]

*All the Best*