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Total Number of Pages: 02

 Course: IMBA
 Sub_Code: 16IMN1001C
10th Semester Regular Examination: 2024-25

SUBJECT: INDUSTRIAL LEGISLATIONS

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: S084

Answer Question No.1 (Part-I) 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 Answer the following questions:

(2 x 10)

- Who is an occupier?
- Who is eligible to get gratuity?
- What do you mean by 'in course of employment and out of employment'?
- What is domestic enquiry? When is it resorted to?
- What are the three different categories of labour?
- When is an employee disqualified from receiving bonus?
- What is hazardous process?
- Differentiate between 'lay-off' and 'retrenchment'.
- What is Industrial Tribunal?
- Outline the objectives of Employees Compensation Act, 1923.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- An employee under the influence of drink touched a live wire while working at a machine and instantaneously died. His widow claimed compensation but the employer took the plea that he was not liable as the accident arose out of a default by the employee. Decide.
- What are the different types of benefits provided by the ESI Act, 1948?
- Write a note on the scope and object of the EPF & MP act, 1952.
- What is the rate of payment of gratuity to an employee? When does an employee forfeit his right to gratuity?
- Discuss the provisions of Factories Act with special reference to women.
- Define wages and industrial establishment under the Payment of Wages Act.
- State the constituents of minimum wages under payment of Minimum Wages Act.
- Write a note on grievance settlement authority.
- Define a workman and industry under Industrial disputes Act.

- j) Define wages and industrial establishment under the Payment of Wages Act.
- k) State the constituents of minimum wages under Payment of Minimum Wages Act.
- l) Write a note on sickness benefits.

Part-III

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

(16 x 2)

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| Q3 | What are the matters to be provided for in the standing orders under the Industrial Employment (Standing Orders) Act, 1946? | (16) |
| Q4 | Write briefly how trade unions are registered and certificates thereof issued under the Trade Union Act, 1926. Can a minor be admitted as a member of a trade union? | (16) |
| Q5 | Discuss the provisions regarding closure of an industrial unit having 1000 workers in the roll on the date of closure. | (16) |
| Q6 | Define 'Factory'. Discuss the provisions related to Workers' welfare, under Factories Act, 1948 | (16) |