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Total Number of Pages : 02

IMBA
16IMN1001C

10th Semester Regular Examination: 2021-22

INDUSTRIAL LEGISLATIONS

BRANCH(S) : IMBA

Time : 3 Hour

Max Marks : 100

Q.Code : J003

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.

Q1 Answer the following questions :

(2×10)

- What is conciliation?
- What is an industrial dispute?
- What is lay off?
- What is a recognized trade union?
- Who are various actors in industrial relations?
- What is a "manufacturing process" as per factories Act, 1948.
- When is a strike illegal?
- What are causes of grievances among workers in India?
- When can gratuity be forfeited?
- What is the minimum bonus payable to a worker?

Part-II

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

- What should the rules for registration of trade union contain for registration of the trade union?
- What are the specific objectives of different labour laws in our country?
- What retiral benefits are payable under the EPF and Misc. Act of India?
- Discuss the object of ESI Act, 1948 and which establishments are covered by the Act?
- Write the obligation of the employer in respect of payment of minimum wages to worker.
- Discuss the eligibility norms and time limit for payment of bonus to workers.
- What are the offences under payment of gratuity Act? Is there any punishment for such offences? What are the same?
- Describe the procedure for retrenchment of workers of an organization where only 200 workers are in roll.
- What items of disputes an Industrial tribunal shall adjudicate under the Industrial dispute Act?
- What are the provisions regarding appointment of Welfare Officers and Safety Officers in a factory?
- What are the rights and obligations of workers under Factories Act.
- What do you mean by the expression "arising out of and in the course of employment"?

Part-III

258 Only Long Answer Type Questions (Answer Any Two out of Four) 258 258

Q3 Explain the salient provisions of the Factories Act, 1948 regarding health and safety of the workers. (16)

Q4 Discuss the rights and liabilities of a registered trade union. (16)

Q5 Elaborate the procedure for certification of Standing Orders. (16)

Q6 258 What is an Industry? Write the provisions regarding settlement of industrial disputes. (16) 258

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