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Total Number of Pages : 02

MBA  
15MNG304C

3<sup>rd</sup> Semester Regular / Back Examination 2018-19  
EMPLOYMENT LEGISLATIONS (EL)

BRANCH : MBA

Time : 3 Hours

Max Marks: 100

Q.CODE : E329

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)

- What are the major principles of labour legislations?
- Define industrial disputes.
- What is the roles of a conciliation officer in Industrial Disputes?
- What are the objects of Minimum Wages Act?
- Can an employer deduct for absence from duty from the wages of the concerned employee?
- When is an employee disqualified from receiving bonus?
- What is a hazardous process under Factory act?
- What is the amount of contribution made by employer and employee under EPF and MP Act?
- What are the benefits a dependent would get under ESI Act in case the insured person dies?
- What is doctrine of notional extension under Employees Compensation Act?

Part- II

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

- Discuss when to pay, whom to pay and how much to be paid under Payment of Gratuity Act?
- What is the procedure to register a trade union and obtain registration certificate of a Trade Union?
- What is the need for having standing orders in industrial establishments? What essential items must be incorporated in a standing orders?
- Discuss the causes of industrial disputes and the hierarchy of machineries to redress the same.
- What are the rules regarding prohibition of strikes and lockouts?
- What are the different matters over which a labour court has jurisdiction?
- Discuss who fixes minimum rate of wages, what should minimum wage include and the procedure to fix so?
- Who are eligible for bonus? Discuss the provisions relating to minimum and maximum bonus. Can bonus payment be withheld?
- What are the provisions relating to leave and annual leave with wages?
- Discuss the rules regarding welfare measures to be taken by the occupier under Factory Act?
- Explain the provisions relating to the eligibility , employer's and employee's contribution towards availing pension under the EPS,1995
- What are the procedure to retrench workmen engaged in an industrial establishment employing 100 workmen?

**Part-III**

**Long Answer Type Questions (Answer Any TWO out of FOUR)**

**Q3** Enumerate the provisions of Factory Act, 1948 relating to the health of the workers. **(16)**

**Q4** How far is an employer liable for compensation to a workman injured by an accident arising out of and in the course of his employment? **(16)**

**Q5** What are the permissible deductions under the Payment of Wages Act? Also discuss the extent of deductions allowable. **(16)**

**Q6** Discuss the provisions relating to the privileges of registered trade union. Also discuss the rules regarding change of name of a trade union. **(16)**