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Total Number of Pages : 02

MBA / MBAP  
18MBA403C / 18PTMBA603C

4<sup>th</sup> / 6<sup>th</sup> Semester Regular / Back Examination: 2022-23

SUBJECT: Industrial Legislations

MBA,FM&HRM,LSCM,RM,BA,FM,GM,HRM,IB,MM,MBA(M & F),MBA(PT)

Time : 3 Hour

Max Marks : 100

Q. Code : M516

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 Answer the following questions :**

**(2 x 10)**

- a) A woman worker after continuous working for 4 months decides to take leave. How many days of leave she will be entitled to? In case she is a girl of 14.5 years of age, what leave will she be allowed?
- b) Who are certifying surgeons? Mention two important duties discharged by them.
- c) A worker lost his mental balance as a result of an injury by accident while working in the factory and committed suicide. Will the employer liable to pay compensation? Justify.
- d) A worker working in a shed was injured by the fall of a wall which was not the property of the employer. Will the employer be liable to pay compensation to the injured worker? Justify.
- e) Define the term employment injury as in ESI Act, 1948.
- f) Can an employer reduce wages of an employee by reason of his liability for the payment of any contribution to the provident fund?
- g) A, an employee, enters into a contract with his employer B to accept his wages in kind and not in money. Later, A wants to demand wage in cash. State the rights and obligations of A and B.
- h) Suppose a worker is paid less than the minimum wages, what right does he have to get back his due wages? What should he do?
- i) There is a dispute between a dismissed employee on one side and the employer on the other side in connection with the non-employment of the employee. Is this an industrial dispute?
- j) When is an employee disqualified from receiving bonus?

**Part-II**

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

**(6 x 8)**

- a) What are the statutory provisions with respect to maintaining health of the workers of a factory? Discuss.
- b) What is hazardous process? What are the specific responsibilities of the occupier in relation to hazardous process?

- c) 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.
- d) Define and discuss "arising out of and in course of employment" as used in Employee's Compensation Act.
- e) What are the different types of benefits provided by the ESI Act, 1948?
- f) Write a note on the scope and object of the EPF & MP act, 1952.
- g) What is the rate of payment of gratuity to an employee? When does an employee forfeit his right to gratuity?
- h) Define wages and industrial establishment under the Payment of Wages Act.
- i) State the constituents of minimum wages underpayment of Minimum Wages Act.
- j) What is a Public utility service unit? Enumerate the statutory provisions prohibiting strikes in a public utility service.
- k) Write a note on grievance settlement authority.
- l) Define a workman and industry under Industrial disputes Act.

### Part-III

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

- 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      What are the conditions for the eligibility of bonus? When is an employee disqualified from receiving bonus? What is the minimum bonus a company is bound to pay?      (16)
- Q6      Discuss the provisions regarding closure of an industrial unit having 500 workers in the roll on the date of closure.      (16)