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Total Number of Pages : 02

MBA
15MNG304C

3rd Semester Regular Examination 2017-18
Employment Legislations (EL)

BRANCH : MBA

Time : 3 Hours

Max Marks : 100

Q.CODE : B681

Answer Question No.1 and 2 which are compulsory and any four from the rest.
The figures in the right hand margin indicate marks.

Q1 Answer all questions. Fill in the blanks with appropriate answer. (2 x 10)

- a) The employer will have to apply to the Government to obtain permission for closure _____ days before the intended date of closure.
- b) No women shall be entitled to maternity benefit unless she has actually worked in an establishment of the employer from whom she claims maternity benefit for a period of not less than _____ days in 12 months immediately preceding the date of delivery.
- c) _____ Schedule of Employees' Compensation Act prescribes a list of injuries deemed to result in permanent partial disablement.
- d) Annually to the Registrar, on or before such date as may be prescribed, a general statement, audited in the prescribed manner, of all receipt and expenditure of every registered Trade Union during the year ending on the date of _____.
- e) If the person joined insurance employment for the first time, say on 5th January, his first contribution period will be from 5th January to 31st March and his corresponding first benefit will be from _____ to _____.
- f) The time limit for payment of bonus is within _____ months from the close of accounting year.
- g) Under Employees' Provident Fund Act, the contribution of Central Government towards pension scheme is _____%.
- h) An employee should be entitled bonus only when he has worked for _____ working days in that year.
- i) Under Factories Act, 1948, the working hours for children should not exceed more than _____ hours and they are not permitted to work during night shift.
- j) Allocable surplus for bonus is _____% of available surplus in an accounting year.

Q2 Answer briefly the following questions: (2 x 10)

- a) Define manufacturing process.
- b) What are the powers of inspector to the factory?
- c) What are the objects of Employee State Insurance Act, 1948?
- d) What are the provisions to term a person as "qualified medical practitioner"?
- e) Outline the duties of Board of Conciliation.
- f) How are minimum rates of wages are fixed under Minimum Wages Act, 1948?
- g) What is Employees' Provident Fund Appellate Tribunal?
- h) Outline the provisions for amalgamation of trade unions.
- i) Write the provisions of medical examination under Employees' Compensation Act?
- j) What are the deduction which may be made from wages as per section 7 of Payment of Wages act, 1936?

- Q3** **a)** Explain the concept and provisions of voluntary retirement scheme. **(7.5)**
- b)** Write a brief note on maternity benefits with reference to Maternity Benefit Act,1961. **(7.5)**
- Q4** **a)** Discuss the provisions on fixing of minimum rates of wages and cognigence of offence according to Minimum Wages Act,1948. **(7.5)**
- b)** Explain the provisions on calculation of bonus according to Payment of Bonus Act,1965. **(7.5)**
- Q5** **a)** Briefly discuss the “Contributions” with reference to chapter 4 of Employee’s State Insurance Act,1972. **(7.5)**
- b)** Describe the Employees’ Pension Scheme as per the provision of Employees’ Provident Fund Act,1952. **(7.5)**
- Q6** **a)** Discuss the provisions on health and welfare according to Factories Act,1948. **(7.5)**
- b)** Write a note on the legal provisions to compensate the employees under the conditions of temporary disablement, permanent disablement and death. **(7.5)**
- Q7** **a)** Explain the dispute settlement machinery as per Industrial dispute Act,1947. **(7.5)**
- b)** Discuss the legal provisions for registration and recognition of trade union according to Trade Union Act,1926. **(7.5)**
- Q8** **Write shorts on (any TWO) :** **(7.5 x 2)**
- a)** Provisions of lay-off
- b)** Golden handshake
- c)** Safety provisions in factory