| | Utech |
|---------------------------|------------------------------------|
| Name: | |
| Roll No.: | A Spring (V Executing 2nd Explant) |
| Invigilator's Signature : | |

CS/MBA(OLD)/SEM-(3 FT & 5 PT)/HR-303/2009-10 2009

LABOUR LAWS

Time Allotted: 3 Hours Full Marks: 70

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

GROUP – A (Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following :

 $10 \propto 1 = 10$

- i) According to the 'Industrial Dispute Act', 1947, an 'adult' means a person who has completed
 - a) 12 years
- b) 17 years
- c) 18 years
- d) 15 years.
- ii) Maternity Benefit Act came into action in the year
 - a) 1951

b) 1947

c) 1961

d) 1972.

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| iii) | Acco | ording to the | rules of | 'The | e Factories | Act, 194 | 18'. |
|-------|--|-----------------------------------|------------|--------|--------------------|------------|------|
| · | | imum working | | | | 5-2 | h |
| | a) | 8 hrs | | b) | 10 hrs | | 3166 |
| | c) | 12 hrs | | d) | none of th | ese. | |
| iv) | | oe eligible for inuous service | | any | person sh | nould ren | der |
| | a) | 5 years | | b) | 8 years | | |
| | c) | 10 years | | d) | none of th | ese. | |
| v) | Employees' State Insurance Act, 1948 is applicable for persons who's monthly wages does not exceed | | | | | | |
| | a) | Rs. 10,000 | | b) | Rs. 7,500 | | |
| | c) | Rs. 6,000 | | d) | Rs. 5,000. | | |
| vi) | The | Employees | Provident | Fu | ınd is a | pplicable | to |
| | esta | blishments we | re numbe | r of v | vorkers are | | |
| | a) | 20 | | b) | 10 | | |
| | c) | 30 | | d) | 25. | | |
| vii) | The | PF contribution | on paid by | the | employer t | o the fund | l is |
| | | % n employee. | of the bas | sis w | vages & D | A payable | to |
| | a) | 10 | | b) | 20 | | |
| | c) | 15 | | d) | 13.33. | | |
| viii) | Ove | rtime hours | without | b | reak in | 'Shops | & |
| | Esta | ablishment Act | | | | | |
| | a) | 6 hrs | | b) | $5\frac{1}{2}$ hrs | | |
| | c) | 4 hrs | | d) | 8 hrs. | | |
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a) 8 days

ix)

- b) 15 days
- c) 10 days
- d) none of these.
- x) The maximum period of time for which a woman shall be entitled to maternity benefit is
 - a) 12 weeks
- b) 6 weeks
- c) 8 weeks
- d) 10 weeks.
- xi) Minimum Bonus payable to any employee by the employer is of his salary.
 - a) 8.33%

b) 12%

c) 10%

d) 13·33%.

GROUP - B

(Short Answer Type Questions)

Answer any *three* of the following.

 $3 \propto 5 = 15$

- 2. State the main causes of industrial dispute.
- 3. Define concept of Minimum Wages Act.
- 4. Enumerate Payment of Wages Act.
- 5. Highlight the main provisions for bonus as per Payment of Bonus Act.
- 6. Define lay-off & retrenchment.

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(Long Answer Type Questions)

Answer any three of the following.



- 7. Describe Maternity Benefit Act. Under what conditions one can forfeit the maternity benefit ? 10 + 5
- 8. Define factory. Discuss the main provisions on 'welfare' provided under the Factories Act, 1948. 5 + 10
- 9. Enumerate the concept of ESI Act ? Discuss the benefits available under this Act ? Under what conditions a person will be regarded as disqualified for the benefits under this Act. 3+8+4
- 10. What are the conditions for eligible to get gratuity benefits?

 When is an employee disqualified from receiving gratuity?

 What is the method adopted for calculation of gratuity?

5 + 5 + 5

11. Write short notes on any *two* of the following: $2 \propto 7\frac{1}{2}$

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- a) Unfair labour practices under the Industrial Disputes
 Act.
- b) Criteria for recognition of Trade Union.
- c) Equal Remuneration Act.
- d) Mines Act.

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