

M.A. DEGREE EXAMINATION, APRIL 2019
I Year II Semester
LABOUR LAWS

Time : 3 Hours

Max.marks :75

Section A ($10 \times 2 = 20$) Marks

Answer any **TEN** questions

1. Define Industrial dispute.
2. Define Trade unionism.
3. What are occupational diseases?
4. Explain the term Principal Employer.
5. What do you mean by Scheduled employment?
6. What is the composition of minimum rate of wages?
7. Who is to pay bonus and to whom?
8. What is the significance of available surplus?
9. What is Pen down strike?
10. What is workers participation in management?
11. Define the term Collective bargaining.
12. What are the daily hours of work?

Section B ($5 \times 5 = 25$) Marks

Answer any **FIVE** questions

13. Explain the specific objectives and scope of labour laws.
14. What are the legal provisions and procedure for recognitions of a trade union in India?
15. Brief out the duties of labour welfare officer under the Factories Act 1948.
16. Explain the various types of punishment under standing orders.
17. State the rules regarding payment of contribution under the ESI Act, 1948.
18. State the rules as to the distribution of compensation under the Workmens Compensation Act.
19. Explain and illustrate the rule of set on and set off of allocate surplus.

Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

20. The wages of employees of Surya Company is being paid by cash every month. The director of the company wants the wages to be paid by cheque instead of cash. You are the personnel manager of the company. The director wants to know from you as to how the change is to be brought about. Prepare a detailed report of implementing the new system.

PART - B

Answer any **TWO** questions

21. Elaborate the theories of trade unionism.
22. State with reasons whether the following persons are entitled to receive bonus under the Payment of Bonus Act, 1965.
- a) A dismissed employee
 - b) A retrenched employee
 - c) An Apprentice
23. Discuss the safety measures provided for in the Factories Act, 1948, relating to dangerous machine.
24. Explain the salient features of Employees Pension Scheme, 1995.

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Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

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