

2020

BUSINESS ADMINISTRATION — HONOURS

Fourteenth Paper

[Human Resource Management Group]

[Labour Legislation]

Full Marks : 100

(Time : 2 hrs.)

The figures in the margin indicate full marks.

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

Group - A

(Marks : 50)

Answer *any two* questions.

25×2

1. State briefly the legal framework and types of Labour Laws relating to establishments.
2. (a) Define “Worker” and “Factory” under Factories Act, 1948.
(b) Discuss the provisions regarding safety and employment of women in a factory.
3. State the various provisions relating to strike and lockout under the Industrial Dispute Act, 1947.
4. State the procedure for formulating standing order under the provision of the Industrial Employment (Standing Orders) Act, 1946.
5. (a) State the Principles of Labour Legislation.
(b) State the needs or purposes of Labour Legislation in India.
6. What are the rights and privileges of a registered Trade Union according to Trade Union Act 1926?
7. (a) Who is not qualified to be appointed as an apprentice under the Apprenticeship Act?
(b) Write a note on “Trade Dispute” as defined under the Trade Union Act, 1926.
8. Write short notes on :
(a) Young Person (Factories Act,1948)
(b) Major provisions of The Shop and Establishments Act, 1953.
9. “The social security system in India is characterised by multiplicity of schemes administered by different agencies without any co-ordination.” – Discuss.

Please Turn Over

10. Define the followings :

- (a) Registrar [under Trade Union Act 1926]
- (b) Industry [under The Industrial Disputes Act, 1947]
- (c) Unskilled Office Work [under The Compulsory Notification of Vacancies Act, 1959]
- (d) Certifying Officer [under The Industrial Employment (Standing Orders) Act, 1946]

Group - B

(Marks : 50)

Answer *any two* questions.

25×2

- 11. Explain 'set on' and 'set off' of allocable surplus as per the Payment of Bonus Act, 1968.
 - 12. State the different types of compensation provided under Workmen's Compensation Act, 1952.
 - 13. Describe the loans and advances provided under Employees Provident Fund and Miscellaneous Provisions Act, 1952.
 - 14. What are the benefits and under what conditions those can be availed under ESI Act, 1948?
 - 15. Discuss the situations when gratuity can be forfeited under the Payment of Gratuity Act, 1972.
 - 16. Write short notes on :
 - (i) Partial Disablement (Workmen's Compensation Act, 1952)
 - (ii) Amount of Maximum Gratuity (Payment of Gratuity Act, 1972).
 - 17. What can make an employee liable or disqualified for payment of bonus?
 - 18. Write Short Notes on Payment of Wages Act, 1936.
 - 19. Define the followings according to Minimum Wages Act, 1948
 - (a) Wages
 - (b) Cost of Living Index
 - (c) Competent Authority
 - (d) Employer and Employee
 - 20. Explain the following [according to Maternity Benefit Act,1961]
 - (a) Cash and Non Cash Benefits/Privilege
 - (b) Situations when maternity benefit can be forfeited.
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