KRISHNA KANTA HANDIQUI STATE OPEN UNIVERSITY

PGDHRM 1st Sem. Examination, 2014

Paper - 02

Labour Legislation (Part-I)

Time : 3 Hrs. Full Marks : 80

1. Answer the following (each within 50 words) 2×5 = 10
   (a) Write two objects of the Payment of Gratuity Act, 1972.
   (b) Mention the particulars to be included in the application for registration of a Trade Union.
   (c) Write two essentials of 'strike' under the Industrial Disputes Act, 1947.
   (d) Define 'adolescent' and 'adult' as per the Minimum Wages Act, 1948.
   (e) When an employer is not liable to pay compensation in case of personal injury under the Workmen's Compensation Act, 1923?
2. Answer any three questions from the following 4×3 = 12 (each within 100 words)
   (a) Explain the procedure of determination and payment of gratuity under the Payment of Gratuity Act, 1972.
   (b) Explain the term 'strike' and 'lock-out' under the Industrial Diputes Act, 1947.
   (c) Discuss the procedure for calculating the amount of bonus as laid down in the Payment of Bonus Act, 1965.
   (d) What are the employer's liability for compensation in case of occupational diseases?
   (e) What are the duties of Boards of Conciliation for investigation and settlement of industrial disputes?

3. Answer any three questions from the following $6\times3 = 18$
(each withing 200 words)

(a) Explain the objects and scope of the Payment of Gratuity Act, 1972.

(b) State about the penalties on failure to submit returns by registered Trade Union.

(c) Who are the persons on whom settlements and awards are binding under the Industrial Disputes Act, 1947.

(d) Write short note on 'appropriate government', 'competent authority' and 'employee' under the Minimum Wages Act, 1948.

(e) Who is 'employer' and what is 'accounting year' under the Payment of Bonus-Act, 1965?

4. Answer any four questions from the following $10\times4 = 40$
(each within 400 words)

(a) What are the objects on which general funds and political funds may be spent by a registered Trade Union? 5+5=10

(b) What is lay-off? Show the differences and similarities between 'lock-out' and 'lay-off". 4+6=10

(c) What are the various authorities to whom an industrial dispute may be referred by the Appropriate Government? What is voluntary reference of disputes to arbitration? 6+4=10

(d) Discuss the safeguards in payments of minimum wages. 10

(e) Explain the concept of 'Partial disablement' and 'Total disablement'. When an employer is not liable to pay compensation?
3+3+4=10

(f) Define the term 'bonus' and state the application of the Payment of Bonus Act, 1965. What is the eligibility limit for payment of bonus? 4+4+2=10