No. of Printed Pages—2

07 (LL1)

[17-HDGKACRM-M1]

PGDHRM 1st Semester Exam., 2017

LABOUR LEGISLATION (PART-I)

(PGDHRM—02)

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. Answer any *five* from the following questions (each within *50* words) : 2×5=10

(a) Define the term 'partial disablement'.

(b) State the meaning of 'allocable surplus'.

(c) Write a short note on 'employer'.

(d) Define 'works committee'.

(e) State the meaning of 'strikes'.

(f) Mention any two objectives of Trade Union Act, 1926. 1+1=2

2. Answer any *three* from the following questions (each within *150* words) : 4×3=12

(a) Mention the employer's liability to pay compensation in case of personal injuries under the Workmen's Compensation Act, 1923.

(b) List out the categories of employees who are not covered under the Payment of Bonus Act, 1965.

(c) Write short notes on : 2+2=4

(i) Wages in kind

(ii) Payment of minimum rate of wages

(d) Discuss the meaning of 'National Tribunals' (Section 1B) and their duties under the Industrial Disputes Act, 1947.

3. Answer any *three* from the following questions (each within *250* words) : 6×3=18

(a) Discuss the various provisions related to penalties under the Trade Union Act, 1926.

(b) Discuss the different legislations of Industrial Disputes Act, 1947 relating to illegal strikes and lockouts.

(c) Mention the procedure of registration of trade union under the Trade Unions Act, 1926.

(d) Discuss in brief the unfair labour practices on the part of the employers and trade union of employers under the Industrial Disputes Act, 1947.

4. Answer any *four* from the following questions (each within *500* words) : 10×4=40

(a) Explain in detail the procedure of determination and payment of gratuity under the Payment of Gratuity Act, 1972.

(b) Define 'accident' under the Workmen's Compensation Act, 1923. Also discuss the various circumstances wherein the employer has a liability to pay compensation to the workmen.

(c) Outline the detailed procedure for calculating the amount of bonus under the Payment of Bonus Act, 1965.

(d) Explain and state the various procedures for fixing and revising minimum wages under the Minimum Wages Act, 1948.

(e) Write short notes on : 2+4+4=10

(i) Conciliation officer

(ii) Labour tribunals

(iii) Boards of Conciliation

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