No. of Printed Pages—2

7 (LL1)

[18–HRGPKAC–M1S]

PGDHRM 1st Semester Exam., 2018

LABOUR LEGISLATION—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) Mention any two objectives of the Trade Union Act, 1926.

(b) Define 'Trade Dispute'.

(c) Define 'Industry'.

(d) Define 'Strike'.

(e) State the meaning of 'Works Committee'.

(f) Define the concept of 'Wages in Kind'.

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

(a) Outline the powers of Inspectors under the Payment of Gratuity Act.

(b) Write a note on the cancellation or withdrawl of registration of a Trade Union.

(c) Write a note on Labour Tribunals.

(d) Write short notes on the following : 2+2=4

(i) Minimum rate of wages (Section 4)

(ii) Fixing of minimum rate of wages (Section 3)

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

(a) Discuss the procedure of determination and payment of gratuity.

(b) Describe the rights and liabilities of registered trade union.

(c) Write short notes on the following : 2+2+2=6

(i) Allocable surplus

(ii) Accounting year

(iii) Establishment in public sector

(d) Discuss 'Partial Disablement' and 'Total Disablement'. 3+3=6

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

(a) Discuss the object and scope of the Workmen's Compensation Act, 1923. Also explain in detail the employer's liability to pay compensation to an employee. 3+7=10

(b) State the meaning of the Payment of Bonus Act, 1965. Outline the detailed procedures for calculating the amount of bonus. 2+8=10

(c) Write the object and scope of the Minimum Wages Act, 1948. State the procedure for fixing and rivising minimum wages. 3+7=10

(d) Define industrial dispute. Mention the unfair labour practices on the part of the employer and on the part of the workmen. 2+8=10

(e) Discuss the objects and scope of the Payment of Gratuity Act, 1972. Outline the procedure of determining gratuity under Section 7 of the Act. 4+6=10

★★★