7 (LL1)

[19-HBPGKOW–M1S(O) 20M]

PGDHRM 1st Semester (Old) Exam., 2019 (W)

LABOUR LEGISLATION (PART—1)

[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 in around *50* words) : 2×5=10

(a) Define 'wages' under the Minimum Wages Act, 1948.

(b) Define 'trade union' under the Trade Unions Act, 1926.

(c) State any two objectives of the Minimum Wages Act, 1948.

(d) State any two objectives of the Trade Unions Act, 1926.

(e) Mention the essentials of 'retrenchment'.

(f) Define 'strike' under the Industrial Disputes Act, 1947.

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

(a) Explain the objectives of the Payment of Gratuity Act, 1972.

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

(c) Explain partial disablement and total disablement under the Workmen's Compensation Act, 1923. 2+2

(d) Explain the differences between lockout and layoff.

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

(a) Write short notes on the following : 3+3

(i) Objectives of the Industrial Disputes Act, 1947

(ii) Application of the Payment of Bonus Act, 1965

(b) Discuss the provisions relating to illegal strikes and lockouts.

(c) Explain the procedure of determination and payment of gratuity.

(d) Write short notes on the following : 3+3

(i) Accounting year

(ii) Allocable surplus

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

(a) Explain the procedure for fixing and revising minimum wages.

(b) Explain the various authorities set up under the Industrial Disputes Act, 1947, for investigation and settlement of industrial disputes.

(c) Explain the rights and liabilities of registered trade unions.

(d) Explain the employer's liability to pay compensation to an employee under the Workmen's Compensation Act, 1923.

(e) Explain the eligibility for bonus and its payment. When does an employee forfeit his right to get bonus? 5+5

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