

VPM's
DR VN BRIMS, Thane
Programme: MMS (2013-15)
Third Semester Examination October/November 2014

MMS-III	Subject	HR	Labor legislation (LL 03)	
Roll No.1			Marks	60 Marks
Total No. of Questions	7		Duration	3 Hours
Total No. of printed pages	2		Date	07.11.2014

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

Describe what standing orders are and enumerate the important provisions of Model Standing Orders made applicable by the Maharashtra State Government to the Establishments for the manual and technical workmen? What are the provisions regarding payment of subsistence Allowance as per the Industrial Employment (Standing Orders) Act.

Attempt Any FOUR from the Remaining SIX Questions

Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

(a) State the provisions relating to contributions and applicability of Employees State Insurance Act, 1948.

(b) What are the main benefits provided under the Scheme?

(c) State the provisions of Factories Act, 1948 regarding leave with wages.

Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

(a) Describe the main provisions under the Payment of Wages Act.

(b) Which deductions are allowed under the Payment of Wages Act?

(c) What are the provisions of Factories Act, 1948 regarding Overtime?

Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

(a) Enumerate the provisions under Chapter VII of the Bombay Shops and Establishments Act, 1948 regarding leaves to be granted for employees working in Shops and Establishments.

(b) Which other labour laws are made specifically applicable under Chapter VII to Shops and Establishments?

(c) What are the Unfair Labour Practices listed in Fifth Schedule on the part of the Employers?

Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

(a) Who is a "Dependent" under the Employees' Compensation Act, 1923?

(b) Who are included in the definition of "Employee" under the Employees compensation Act?

(c) State what is partial disablement and total disablement under Employees Compensation Act?

Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

(a) What is the definition of 'workman' under the Industrial Disputes Act, 1947?

(b) What are the provisions regarding conciliation & adjudication under the Industrial Disputes Act, 1947?

(c) What is retrenchment and what are the exceptions for retrenchment as per Sec.2 (oo)?

Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

(a) Discuss in detail the applicability of Payment of Bonus Act regarding class of establishments, category of employees and the minimum eligibility of an individual employee to get bonus.

(b) Calculate bonus payable for an individual employee drawing salary of Rs.9000/- per month present for all the days at the rate of 20%.

(c) What are the main provisions under the Payment of Bonus Act regarding set on and set off ?