

MIMS-III (HR) 04-11-2011

# LL 03

Labour Legislation.

Roll No.

Total No. of Questions : 7

Total No. of Printed Pages : 1

Duration (hrs) : 3

Maximum Marks : 60

Note : solve any FIVE questions  
Each Question is of 12 marks

1. Discuss in detail the applicability of Payment of Bonus Act regarding class of establishments and employees and calculate bonus payable for an individual employee drawing salary of Rs.5000/- per month present for all the days at the rate of 20%.
2. State salient features of Workmen's Compensation Act with special reference to Section 4.
3. Enumerate the provisions under Chapter VII of the Bombay Shops and Establishments Act, 1948.
4. a) What are standing orders ?  
b) What are the matters to be provided for in the same ?  
c) What are the provisions regarding payment of subsistence allowance as per the Industrial Employment (Standing Orders) Act and Model Standing Orders.
5. Write a comprehensive note on the provisions relating to recognition of Union and Recognized Union's rights and duties under M.R.T.U. & P.U.L.P. Act, 1971.
6. Discuss the welfare provisions provided under the factories Act, 1948 and the rules thereunder.
7. Enumerate in detail salient features of Payment of Gratuity Act, 1972. How gratuity amount is calculated ?