

90270

M-716

Sl. No.

Total No. of Pages : 2

IV Semester M.B.A. Examination, May - 2017

(Scheme : 2011)

BUSINESS ADMINISTRATION

Elective -5 HRM: Labour Legislations

Time : 3 Hours

Max. Marks : 75

Instruction : Answer all the Sections.

SECTION - A

Answer all questions. Each carries 6 marks :

[5 × 6 = 30]

1. What are the matters in respect of which notice of change should be given by the employer under Industrial Disputes Act?
2. How is Annual leave with wages calculated?
3. Explain the term of continuous service under the payment of Gratuity Act, 1972.
4. What is the Minimum and Maximum Bonus payable to the employee's?
5. What is Employees State Insurance Fund? What are the purposes for which the fund may be expended?

SECTION - B

Answer any three questions. Each question carries 10 marks : [3 × 10 = 30]

6. Explain the various authorities created by the Act, to investigate and settle the Industrial Disputes.
7. What are the matters to be provided for in the standing orders under the Industrial Employment (Standing Orders) Act, 1946?

P.T.O.

90270

M-716

8. Explain the provisions made for Welfare and Health of contract labour under the Contract Labour (Regulation and Abolition) Karnataka Rules.
9. What are the different types of benefits provided by the Employee's State Insurance Act, 1948?
10. Write a note on composition and functions of the Central Board of Trustees under the Employees Provident Fund and Miscellaneous Provisions Act, 1952.

SECTION - C

11. Case Study (Compulsory) : [15]

Mrs. Katie is an employee of Mc Gregor's limited, a software company which works five days in a week. She had already rendered 4 years of continuous service in the company. However in the financial year 2010-11 she worked for only 150 days because she was on maternity leave with full pay for 50 days.

Referring to the provisions of the Gratuity Act, 1972 decide :

- a) Whether Mrs. Katie is entitled to Gratuity payable under the Act.
- b) Would your answer remain the same in the case Mc Gregor's limited worked for 6 days in a week?



<https://www.uomonline.com>

Whatsapp @ 9300930012

Send your old paper & get 10/-

अपने पुराने पेपर्स भेजे और 10 रुपये पायें,

Paytm or Google Pay से