

2021

BUSINESS ADMINISTRATION — HONOURS

**Fourteenth Paper
(Human Resource Group)
(Labour Legislation)**

Full Marks : 100

The figures in the margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

Answer *any five* questions.

20×5

1. (i) Define 'manufacturing process' under Factories Act, 1948.
(ii) Discuss the provisions regarding welfare of worker in Factory.
(iii) Define 'Standing Order'. List out any eight items which must be included in any standing order as per the Industrial Employment (Standing Order) Act, 1946. 5+5+2+8
2. (i) 'Apprentices are trainees and not workers'— Justify the statement.
(ii) Distinguish between lay off and lock out.
(iii) What is Industrial Dispute? What are the various methods of Settlement of Industrial Dispute under Industrial Dispute Act, 1947? 5+5+2+8
3. (i) Discuss legal Framework and growth of labour laws.
(ii) What are the privileges of a registered Trade Union?
(iii) What are the objects on which the general funds of a registered union may be spent? 10+5+5
4. Write short notes on *any two* of the following: 10+10
 - (i) The Shop and Establishment Act
 - (ii) Apprenticeship Act
 - (iii) Rise and Growth of Modern Labour Legislation.
5. (i) Discuss the history and development of labour problems in India. What are the factors responsible for the growth of labour problems?
(ii) "The social security system in India is characterised by multiplicity of schemes administered by different agencies without any co-ordination."—Discuss. 10+10

Please Turn Over

6. Write short notes on *any four* of the following: 5+5+5+5
- (i) Occupational diseases
 - (ii) Total Disablement
 - (iii) Serious bodily injury
 - (iv) Partial Disablement
 - (v) Workman (Under Workmen's Compensation Act).
7. (i) Explain 'set on' and 'set off' of allocable surplus as per the Payment of Bonus Act, 1968.
(ii) Discuss the situations when gratuity can be forfeited under the Payment of Gratuity Act, 1972.
(iii) Write a note on Protection against attachment as per Section 10 of Provident Fund and Miscellaneous Provisions Act, 1952. 5+5+10
8. (i) As per the E.S.I Act, 1948, discuss the provision of different types of benefit.
(ii) What is the objective of Maternity benefit Act, 1961? 10+10
9. (i) Discuss Equal Remuneration Act, 1976.
(ii) Discuss Employee Pension Scheme, 1995.
(iii) What are the components of Minimum Wages as per the Minimum Wages Act?
(iv) Write down the different types of compensation provided under Workmen's Compensation Act, 1923. 5+5+5+5
10. (i) What is the total amount of permissible deduction from wages are allowed under the Payment of Wages Act?
(ii) Discuss the concept 'Equal pay for equal work'. (Equal Remuneration Act, 1972)
(iii) What can make an employee liable or disqualified for payment of bonus? Can employer forfeit the whole amount of bonus payable to a worker? If so, for what reasons? 5+5+10
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