



SA – 1084

P.G.D.H.R.M. Examination, July/August 2015
Management
Paper – 8 : LABOUR LEGISLATION

Time : 3 Hours

Max. Marks : 100

Instruction : Answer all Sections.

SECTION – A

Answer **any ten** of the following **not more than 3 – 4 lines each**. Each question carries 2 marks. (10×2=20)

1. a) State any four objectives of labour legislations. *A*
- b) Define 'Industrial Dispute'. State the reasons for disputes. *B*
- c) Define 'Appropriate Government' as per Industrial Disputes Act. *C*
- d) What are the requirements of a valid retrenchment? *D*
- e) Define the term 'factory'. *E*
- f) State the objectives of ESI Act. *F*
- g) Define the term 'accident'. *G*
- h) Who is a dependent under Workmen's Compensation Act? *H*
- i) Define 'counseling'. *I*
- j) Define the term 'minimum wages'. *J*
- k) What is domestic enquiry? *K*
- l) State the disqualifications for bonus. *L*

SECTION – B

Answer **any five** of the following. Each question carries 7 marks. (5×7=35)

2. Explain the necessity for labour laws in a country like India.
3. Trace the growth of labour legislation in India.

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4. Explain the procedure for fixing and revising minimum wages.
5. How the compensation is calculated under The Workmen's Compensation Act ?
6. What do you mean by labour welfare ? Explain the responsibilities of management in this respect.
7. Discuss the impact of night shift working on family and social life.
8. What are the salient features of The Minimum Wages Act ?
9. Explain the provisions of the Factories Act as far as safety is concerned.

SECTION - C

Answer **any three** of the following. Each question carries **15** marks. (3×15=45)

10. What are the problems of trade unions in India ? Suggest the measures to strengthen the trade unions.
11. What are unfair labour practices ? How are they controlled ?
12. Explain the objectives and salient features of Employees State Insurance Act.
13. Discuss the role of collective bargaining as a tool of resolving conflicts and disputes.
14. Explain the provisions regarding welfare and health of contract labourers under The Contract Labour Act.

$$\frac{\text{Monthly}}{26} \times 15 \text{ day} \times \text{No. of year years}$$