

Sixth Semester B.B.M. Degree Examination, April/May 2019

(CBCS Scheme)

Management

LABOUR LAWS

Time : 3 Hours]

[Max. Marks : 90

Instructions to Candidates : Answers should be written completely in English only.

SECTION – A

Answer any **TEN** questions, each question carries **2** marks.

(10 × 2 = 20)

1. (a) What is industrial relations?
- (b) What do you mean by collective bargaining?
- (c) Define industrial establishment.
- (d) Define 'wages' under payment of Wages Act, 1936.
- (e) What do you mean by overtime work?
- (f) Give the meaning of standing order.
- (g) Mention the permissible deductions to salaried employee.
- (h) State any two penalty for default of wages.
- (i) State any two causes for industrial dispute.
- (j) What do you mean by maternity benefit?
- (k) Expand : EPF & NPS.
- (l) State any two disqualification for bonus.

SECTION – B

Answer any **FIVE** questions, each question carries **5** marks :

(5 × 5 = 25)

2. Briefly explain the objectives of trade union.
3. Write a note on the provision of Industrial Dispute Act, 1947 relating to Layoff and retrenchment.
4. Briefly explain the prerequisites for grievances in workers participation in management.

Q.P. Code – 56637

5. An amount of bonus is due to employee under a settlement and it is not paid to him. What should be done for recovery of the amount?
6. State the reasons for employees to join trade union.
7. Explain briefly the payment of subsistence allowance.
8. Briefly explain employees deposit linked insurance scheme.

SECTION – C

Answer any **THREE** questions. Each question carries **15** marks : **(3 × 15 = 45)**

9. The Keystone of Factories Act is “Safety first and Safety last”. Comment. Describe various statutory measures to be followed in this respect.
 10. Define Standing order under Industrial Employment Act, 1946. Discuss the procedure for certification of standing order.
 11. Enumerate different kinds of deductions which may be made from the wages of an employed person under “Payment of Wages Act”.
 12. Explain the problems of trade union and its remedies.
 13. What is workers participation in management? Explain the forms of workers participation.
-