

(6 pages)

Reg. No. : .....

Code No. : 12968

Sub. Code : JMBA 42

B.B.A. (CBCS) DEGREE EXAMINATION, APRIL 2018.

Fourth Semester

Business Administration–Main

INDUSTRIAL LAW

(For those who joined in July 2016 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. Young person is a person who is an
  - (a) child
  - (b) adult
  - (c) adolescent
  - (d) either child or adolescent

2. Any disablement that reduces earning capacity is called
  - (a) Partial disablement
  - (b) Temporary disablement
  - (c) Permanent disablement
  - (d) Temporary portal disablement
3. The payment of wages Act was passed in
  - (a) 1963
  - (b) 1936
  - (c) 1946
  - (d) 1947
4. Child is a person who was not completed \_\_\_\_\_ years.
  - (a) 12
  - (b) 14
  - (c) 16
  - (d) 18
5. Employee who is not liable under ESI Act is called
  - (a) Employee
  - (b) Family
  - (c) Excmpted employee
  - (d) Naval member
6. The EPF Act is applicable where a factory engages \_\_\_\_\_ or more persons.
  - (a) 10
  - (b) 15
  - (c) 20
  - (d) 25

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7. Continuous service include services interrupted by  
 (a) Layoff (b) Lock out  
 (c) Sickness (d) Strike
8. Average pay for monthly paid workman is calculated on \_\_\_\_\_ complete calendar months.  
 (a) 6 (b) 4  
 (c) 8 (d) 10
9. The Trade union Act was enacted in  
 (a) 1916 (b) 1926  
 (c) 1936 (d) 1950
10. Persons unifiully making false entry is punishable with a fine of \_\_\_\_\_ in Trade Union Act.  
 (a) 250 (b) 500  
 (c) 600 (d) 750

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b),  
 each answer should not exceed 250 words.

11. (a) Detail any five welfare measures to be provided to workers.  
 Or  
 (b) Narrate the types of disablement with examples.

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12. (a) Spell out the conditions for payment of maternity benefit.

Or

- (b) List any three deductions that could be made from wages.

13. (a) Spell out conditions for availing sickness benefit.

Or

- (b) How could employers recover money?

14. (a) How would you determine the amount of gratuity?

Or

- (b) Distinguish between 'Retrenchment and closure'

15. (a) Brief the matters to be provided is standing orders.

Or

- (b) Spell out how the funds of a registered trade union be spent.

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PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b),  
each answer should not exceed 600 words.

16. (a) Explain any eight health measures to be taken under factories Act.

Or

- (b) Detail the situations when compensation is given and how to calculate.

17. (a) Discuss the rule for payment of wages.

Or

- (b) Illustrate the rules of fixation and revision of wages.

18. (a) Specify rules regarding eligibility to get disablement benefit.

Or

- (b) Explain 'Employees deposit linked insurance schemes'.

19. (a) Spell out the unfair labour practices.

Or

- (b) Detail matters within the jurisdiction of labour courts.

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20. (a) Explain the procedures and condition for certifying standing orders.

Or

- (b) Illustrate the rights and privileges of a registered trade union.

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