

16U470

(Pages: 2)

Name:

Reg. No.....

**FOURTH SEMESTER B.Com. PROFESSIONAL. DEGREE EXAMINATION, APRIL
2019**

(Regular/Supplementary/Improvement)

(CUCBCSS-UG)

CC17U BCP4 B03 - INDUSTRIAL AND LABOUR REGULATIONS

B.Com Professional - Core Course

(2017 Admission Regular)

Time: Three Hours

Maximum: 80 Marks

PART - A

Answer *all* questions. Each question carries 1 mark.

Choose the correct answer:

1. Employees Provident Fund Act enacted in
a. 1948 b. 1923 c. 1952 d. 1972
2. Gratuity can be payable after the completion of ----- years.
a. 10 b. 5 c. 20 d. 15
3. Which one of the following employees is not covered under ESI Act?
a. Contract b. Daily rates c. Regular d. apprentice
4. The statutory payment during a year considering profit and prospects of a company
a. ESI b. Bonus c. EPF d. Gratuity
5. The Payment of Gratuity Act enacted in
a. 1972 b. 1926 c. 1948 d. 1952

Fill in the blanks:

6. The maximum ceiling limit of wages for eligibility of ESI is -----
7. The complete cessation of work due to no availability of raw materials is -----
8. The permanent inability to work in a premise or factory is -----
9. The registration of trade unions is mandatory. True or false?
10. An apprentice is covered under Industrial Dispute Act. True or false?

(10 x 1 = 10 Marks)

PART - B (short answer questions)

Answer any *eight* questions. Each question carries 2 marks.

11. Explain Bonus under Payment of Bonus Act.
12. What are the immunities of a registered trade union?

13. Explain Lay off of a factory.
14. Explain the objectives of Employees Compensation Act.
15. What is the benefits of EPF Scheme?
16. What is Partial Disablement?
17. Explain role of Arbitrators under Industrial relations.
18. What is Continuous Service under Payment of Gratuity Act?
19. Explain the definition of Employee under Industrial Relations.
20. What is employment injury?

(8 x 2 = 16 Marks)

PART - C (short essay questions)

Answer any *six* questions. Each question carries 4 marks.

21. Explain the differences between Strike and Lock Out.
22. Which are the authorities under Factories Act, 1948?
23. Explain the procedures for Registration of trade unions.
24. Analyze the concept of gratuity and analyze the rules for calculating gratuity.
25. Explain how minimum wages is calculated and fixed under Minimum Wages Act.
26. What are the objectives of Workmen Compensation Act 1923?
27. What are different types of bonus under labour laws?
28. Explain disablement of employees under Employees Compensation Act, 1923.

(6 x 4 = 24 Marks)

PART - D (Essay Questions)

Answer any *two* questions. Each question carries 15 marks.

29. What are the procedures for Registration of Trade Unions ? Explain the rights and Immunities of a Registered Trade Union.
30. Explain the Safety and welfare measures to employees under Factories Act, with Special reference to authorities under this Act.
31. Explain the objectives of EPF Act and analyze the various schemes of EPF under EPF ACT, 1952.

(2 x 15 = 30 Marks)
