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Roll No.

BCH-304

**B. COM. (H) (THIRD SEMESTER)
MID SEMESTER EXAMINATION, 2021**

INDUSTRY LAW

Time : 1½ Hours

Maximum Marks : 50

- Note :** (i) Answer all the questions by choosing any *one* of the sub-questions.
(ii) Each question carries 10 marks.

1. (a) Explain the terms 'arising out of' and 'in the course of employment' and describe the conditions under which the employer is not liable to pay compensation to injured employees. 10 Marks (CO1)

OR

- (b) Discuss the need, scope and objectives of the Workmen's Compensation Act, 1923. 10 Marks (CO1)

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2. (a) Discuss the various doctrines under the Workmen's Compensation Act.

10 Marks (CO1)

OR

- (b) Explain the terms total disablement and partial disablement. 10 Marks (CO1)

3. (a) What is bonus ? What are the objects of the Payment of Bonus Act, 1965 ?

10 Marks (CO2)

OR

- (b) Summarize the provisions of the Payment of Gratuity Act, 1972 and suggest measures for improvement.

10 Marks (CO2)

4. (a) Describe the various kinds of deductions from wages as permissible under the Payment of Wages Act, 1936, along with the conditions to be observed.

10 Marks (CO2)

OR

- (b) Define 'gratuity' and discuss the objectives and scope of Payment of Gratuity Act, 1972. 10 Marks (CO2)

(3)

5. (a) Define the term 'wages' under the Payment of Wages Act, 1936 and explain the responsibilities of the employer with regard to the mode and manner of wage payment to the worker. 10 Marks (CO2)

OR

- (b) Explain the limitations of the Payment of Wages Act, 1936 and suggest measures for improving its effectiveness.

10 Marks (CO2)

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