

- Q.24 What are the managerial causes of Industrial dispute?

Q.25 Distinction between retrenchment and lay-off?

Q.26 Why are the payment of wages act 1936 enacted?

Q.27 Discuss any ten deductions from wages.

Q.28 Why are pay structure important?

Q.29 Explain the following:

 - a) Certifying officer b) Standing order

Q.30 Distinction between General fund and Political fund of the union

Q.31 When does strikes and lockouts become illegal under the Industrial Dispute Act, 1947?

Q.32 Why are pay structure important?

Q.33 Write a short note on of registration of trade union.

Q.34 What are the aims and objectives of the Industrial Dispute Act, 1947?

Q.35 Briefly explain the rights and duties of a registered trade union under the Trade Union Act, 1926.

SECTION-D

Note: Long answer type questions. Attempt any two questions out of three questions. (2x10=20)

- Q.36 Explain the term 'Minimum Wage'. Discuss the procedure for fixing and revising the minimum rates of wages under the Minimum Wages Act, 1948

Q.37 Explain appointment, powers and procedure of authorities under payment of Wages Act.

Q.38 How Industrial disputes will be resolved as per Industrial Disputes Act 1947?

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5th Sem / DBM, DBM (IPM)

Subject:- Labour Laws

Time : 3Hrs. M.M. : 100

M.M. : 100

SECTION-A

Note: Multiple choice questions. All questions are compulsory (10x1=10)

- Q.1 The Trade Union Act came into operation from
a) 1st June, 1927 b) 1st May, 1926
c) 1st June, 1926 d) None of the above

Q.2 Industrial Employment (Standing Order) Act, 1946
is applicable to organization employing
a) 100 or more b) 125 or more
c) 150 or more d) 500 or more

Q.3 Fine should be imposed on any employee who is
under the age of _____ years.
a) 21 years b) 18 years
c) 15 years d) 14 years

Q.4 On what grounds can a union refuse to admit a
person or expel a member?
a) Because of goodwill
b) Because of misconduct
c) Because of change in job
d) None of the above

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- Q.5 Which section of the industrial Dispute Act 1947 lays down the duties of conciliation officer?

a) 11 b) 12
c) 13 d) 14

Q.6 The responsibility of fixing minimum wages lies with

a) State Government
b) District Magistrate
c) Appropriate Government
d) Local Authorities

Q.7 Fine should be imposed on any employee who is under the age of _____ years.

a) 21 years b) 15 years
c) 18 years d) 14 years

Q.8 In which language is the text of the standing orders posted on the notice boards?

a) English or that is understood by majority of the workmen
b) Only English
c) Language as understood by the workmen
d) None of the above

Q.9 What is the maximum wage period for the payment of wages?

a) 1 Months b) 45 days
c) 40 days d) 60 days

Q.10 'First come and last come first go' is the principle of

a) Lay-off b) Closure
c) Retrenchment d) Dismissal

SECTION-B

Note: Objective type questions. All questions are compulsory. (10x1=10)

- Q.11 What is the salary date in India?

Q.12 When does Industrial dispute arise?

Q.13 According to the Minimum Wages Act, the maximum wage period or payment of wages to employees by employer should not exceed? (30 days /60 days)

Q.14 Explain Strike?

Q.15 Minimum wages Act, 1948 requires _____ to fix minimum rates of wages in respect of employment specified in the schedule.

Q.16 Explain conciliation proceeding as per Industrial Dispute Act 1947?

Q.17 Industrial employment standing order act is applicable in every industrial establishment where _____ workmen are employed.

Q.18 Who is responsible for payment of wages?

Q.19 Fine should be recovered within _____ days from the date on which fine were imposed.

Q.20 What are the components of wages.

SECTION-C

Note: Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)

- Q.21 Differentiate between retrenchment and Lay-off?

Q.22 Write short note on the following:

a) Lock out b) Lay off

Q.23 What is the purpose of Minimum Wages Act?