

- 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

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 Month 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

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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?

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