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Reg. No. :

Name :

**Third Semester M.A. (Personnel Management) Degree
Examination, January 2012**

P.M.2.3.3. : LABOUR LEGISLATION

Time : 3 Hours

Max. Marks : 75

PART – A

Answer **any five** of the following. **All** questions carry **equal** marks. **Each** answer **not** to exceed **300** words.

1. How are labour legislations classified ? Where do you include enactments pertaining to the IT and BPO sector employees in the classification ?
2. Briefly explain the principles of natural justice. In what all situations these principles are usually violated ?
3. Make a distinction between industrial injury and disablement. What are the different types of disablements and how compensation is calculated for each as per the Workmen's Compensation Act, 1923 ?
4. Explain the terms "employee" and "wage" under the Employees' State Insurance Act, 1948. What are the major benefits provided under the Act ?
5. Highlight the major provisions of the Maternity Benefit Act, 1961.
6. Mention the relevant provisions of the Kerala Head load Workers' Act, 1978 and its subsequent amendments.
7. What are the salient features of the Working Journalists' Act ?
8. Briefly describe major provisions of the Indian Companies Act, 1956. **(5×6=30 Marks)**

P.T.O.



PART - B

Answer **any three** of the following. **All** questions carry **equal** marks. **Each** answer **not** to exceed **1500** words.

9. Describe the process of conducting domestic enquiry in organizations. Examine whether the current procedure followed ensures a fair deal for the employees or not. Substantiate your answer.
10. "The legal system for the implementation of social security measures need revamping" Critically analyse this statement by examining the functions of the ESI Corporation in our country.
11. What are the objectives of the Kerala Shops and Commercial Establishment Act, 1960 ? Examine its major provisions.
12. Examine the significance of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 in the current context. How are PF benefits determined ?
13. How is gratuity calculated as per the Payment of Gratuity Act, 1972 ? When is an employer not liable to pay gratuity ? Explain the relevant provisions. **(3×15=45 Marks)**