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Reg. No. :

Name :

Third Semester M.A. Degree Examination, January 2014
(Personnel Management)
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. Briefly describe the evolution of industrial jurisprudence in India, highlighting the major milestones.
2. Outline the procedure for holding domestic enquiry in industrial organizations.
3. What do you understand by the doctrines of "notional extension" and "contributory negligence" as per the Workmen's Compensation Act, 1923 ? What are the conditions under which an employer does not have the liability to compensate ?
4. How is computation of "average daily wages" done under the Employees' State Insurance Act, 1948 ? Briefly explain the various benefits provided under the Act.
5. Enlist the main provisions of the Maternity Benefit Act, 1961.
6. Explain the procedure for determination of gratuity as per the Payment of Gratuity Act, 1972. Can gratuity be forfeited ? Substantiate.
7. Explain the sections pertaining to regulation of working hours and holidays as given in the Kerala Shops and Commercial Establishment Act, 1960.
8. What are the important provisions of the Working Journalists' Act ?

(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. What are the principles of natural justice ? How do they become relevant to HR managers ? How does one make sure that these principles are followed in letter and spirit ?
10. Explain the significance of social security legislations in providing a better life for workers. How can the efficacy of the labour legislation system in the country be enhanced ?
11. Explain the benefits provided under the employees' Provident Fund and Miscellaneous Provisions Act, 1952. Discuss the duties and functions of the PF Commissioners.
12. Highlight the provisions of the Kerala Headload Workers Act, 1978. To what extent the amendments to the Act are useful in disbanding the image of Kerala as an investment unfriendly state ?
13. Bring out the strengths of the Indian Companies Act, 1956. Do you think the amendments incorporated to the Act are in tune with the changing demands of the time ? Why ? **(3x15=45 Marks)**