

Reg. No. :

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Name :

Third Semester M.A. Examination, November 2007**PERSONNEL MANAGEMENT****PM 2.3.3 : Labour Legislation****(2006 Admn.)**

Time : 3 Hours

Max. Marks : 75

PART -- A

Answer **any five** of the following. All questions carry **equal** marks. Each answer need not exceed **300** words. **(6×5=30 Marks)**

1. Discuss the provisions regarding maternity benefits available to women workers under the Maternity Benefit Act, 1961.
2. Summarise the main provisions of Kerala Head Load Workers Act, 1978.
3. Give a brief account of Kerala Shops and Commercial Establishment Act, 1960.
4. What are the different sources and classifications of labour legislation in India ?
5. Explain in detail how the principles of natural justice are strictly adhered to in the process of domestic enquiry.
6. Discuss the salient features of Working Journalists Act.
7. Define and discuss "accident arising out of and in the course of employment" as used in the Workmen's Compensation Act, 1923.
8. Write a note on Employees Family Pension Scheme, 1971.

PART -- B

Answer **any three** questions, each in about **1500** words. Each question carries **15** marks. **(15×3=45 Marks)**

9. What are the social security legislations enacted since independence of our country and examine how far those have achieved its objectives ?

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10. Discuss the salient features of the Indian Companies Act, 1956.
11. Discuss in detail the features of the Workmen's Compensation Act, 1923.
12. What are the benefits available under the Employees State Insurance Act, 1948 ? Suggest measures to control the misuse of the benefits.
13. Summarise the main provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

PART - A

PART - B