

Name.....

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K1245

Roll No.....

**THIRD SEMESTER M.A.DEGREE EXAMINATION
NOVEMBER / DECEMBER 2005
(PERSONEL MANAGEMENT)**

P M 2.3.2 –LABOUR LEGISLATIONS

Time : 3 Hours

Max. Marks: 75

PART – A

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

1. Enumerate – ‘Principles of Natural Justice’.
2. What are the rights and liabilities of Registered Trade Union under Trade Union Act 1926?
3. List out the salient features of Payment of Gratuity Act 1972.
4. How is the compensation to disabled employee calculated as per the Workmen’s Compensation Act, 1923?
5. Describe briefly any two Constitutional Writs.
6. List out the benefits under maternity Benefit Act, 1961.
7. Express the Leave Rules under the concerned section of Factories Act 1948.
8. Discuss – the method of calculating bonus as per the Bonus Act, 1965.

(6 x 5 = 30 marks)

PART - B

Answer any three questions, each in about 1500 words.

Each question carries 15 marks.

9. How is minimum wage ascertained? Evaluate the effectiveness of Minimum Wages Act, 1948 in provisioning minimum wages to employees in private undertakings.

10. Examine the utility of various Labour Legislations in the present age of Globalization and emergence of B.P.O Industries in India.
11. Critically evaluate the effectiveness of social security measures offered to the employees under different legislations in India.
12. Enumerate the various provisions in the Payment of Wages Act.1936 and illustrate how far this is useful in maintaining Industrial peace.
13. Explain the salient features of Equal Remuneration Act, 1976. Denote relevant provisions in the Indian Constitution.

(3 x 15 = 45 marks)