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Reg. No. :

Name :

Third Semester M.A.P.M. Degree Examination, January 2010
PM 233 – Paper – III : 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 ? Briefly trace the evolution of labour legislations in India.
2. What are misconducts in organizations ? How are they dealt with ?
3. What are the major benefits provided under the E.S.I. Act, 1948 ? Outline the structure and functions of the ESI Corporation.
4. How is gratuity determined ? When does an employee become ineligible for gratuity payment ?
5. Define industrial injury. How is compensation calculated for different types of disablements as per Workmen's Compensation Act, 1923 ?
6. What are the major benefits provided to employees as per the Maternity Benefit Act, 1961 ? Do you justify paternity benefit ?
7. Outline the salient features of the Working Journalists Act.
8. How are terms and conditions of Headload workers regulated in Kerala ? Mention the relevant statutory provisions.

(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 statutory retirement benefits offered to employees ? Examine the merits and demerits of employee provident funds. How do you compare them with monthly pensions ?
10. What do you mean by domestic enquiry ? Explain the procedure for conducting domestic enquiry in organizations. What is the role of HR department in this ?
11. What are social security legislations ? Make a comprehensive study in relation to the major social security legislations and bring out the relative merits and demerits of these legislations.
12. Explain the regulatory provisions applicable to Indian organizations as per the Indian Companies Act, 1956. What are the major amendments made to this Act ?
13. Comment on the efficacy of the legal machinery in extending social security provisions to the employees. Are too many legislations spoiling the benefits ? Give your arguments. **(3×15=45 Marks)**