

Reg. No. :

(Pages : 2)

8207

Name :

Third Semester M.A. Examination, November 2006

PERSONNEL MANAGEMENT

PM-232 : Paper – II : Labour Legislation

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. Briefly explain the history of Labour Legislation in India.
2. What is Domestic Enquiry ? Discuss the process.
3. What is Model Standing Order ? Explain the process of certification of a standing order.
4. Explain the circumstances under which a license granted under the Contract Labour Act, 1970 can be revoked, suspended or amended.
5. What are the unfair labour practices according to the Industrial Disputes Act, 1947?
6. What are employment exchanges ? Write a short note on Employment Exchange (Compulsory Notification of Vacancies) Act, 1959.
7. Mention the limitations on hours of work under the Factories Act, 1948.
8. Explain the health and safety measures included in the Kerala Shops and Commercial Establishments Act, 1960. (6×5=30 Marks)

P.T.O.

PART – B

Answer **any three** questions. **Each** in about **1500** words. **Each** question carries **15** marks.

9. Discuss the provisions of the Factories Act, 1948, pertaining to health, safety and welfare.
10. Discuss the provisions relating to settlement of industrial dispute under ID Act, 1947.
11. Explain the salient features of Contract Labour (Regulation and Abolition) Act, 1970. Discuss the areas where amendments are necessary in the present Indian context.
12. Discuss the major features of Employee State Insurance Act, 1948. Critically evaluate the effectiveness of its implementation in India.
13. Discuss the salient features of Payment of Wages Act, 1972. Identify areas where amendments are required to make it more effective. **(3×15=45 Marks)**