



Reg. No. :

Name :

Third Semester M.A. Examination, November 2008
PERSONNEL MANAGEMENT
PM 2.3.3 : Labour Legislation
(2006 Admns.)

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.

(6×5 = 30 Marks)

1. Write a note on charge sheet. What is the difference or similarity between charge sheet, explanation and show cause notice ?
2. What is the difference between disciplinary procedure and grievance procedure ?
3. What are the provisions relating to occupational diseases under the Workmen's Compensation Act, 1923 ?
4. Detail the calculation of gratuity according to the Payment of Gratuity Act, 1972. When is an employee not eligible for gratuity ?
5. Write a note on the principles of natural justice.
6. Write a note on the provisions of the Maternity Benefit Act, 1961.
7. Comment on the labour situation in the realm of head load workers in Kerala, with reference to the Kerala Headload workers Act, 1978.
8. What are the major provisions of the 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. Explain thoroughly the domestic enquiry procedure with the logical and/or legal reasoning at every step.
10. Explain the salient features of the Companies Act. What do we mean by incorporation ?
11. 'Labour legislation is a matter of balancing the interests of the establishments and the employees'. Comment with reference to the labour legislations you have studied.
12. 'Social Security should be a matter for the government to take up and should be available to every citizen. Such an approach would improve the quality of our workforce and also ease the burden on the employers'. Comment on the statement.
13. Discuss labour legislation in the context of the present concern with Human Rights.