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Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management)
Degree Examination, January 2016
HRM 2.3.4 : EMPLOYEE WELLNESS AND SOCIAL SECURITY
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks.

1. Define labour welfare. How is labour welfare related to social welfare ?
2. State the principle of adequacy of wages in labour welfare.
3. What are the causes of industrial accidents ?
4. What is meant by safety climate ? How can it be created ?
5. What are social security measures ? Mention their characteristics.
6. What do you understand by employment injury ? List out the different types of disablements.
7. Mention the scope and functions of labour administration in India.
8. State the objectives of the ILO.
9. List out the functions of the Labour Bureau.
10. What are constitutional writs and appeals ? Give examples. **(10×2 = 20 Marks)**



PART – II

Answer **any five** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks.

11. Briefly explain the trusteeship theory of labour welfare.
12. Distinguish between statutory and voluntary welfare measures with the help of examples.
13. Explain briefly, the role of employers in labour welfare. Give a few examples.
14. How can adequate working conditions be provided in factories ? Mention the relevant statutory provisions.
15. Briefly explain the major provisions of the Shops and Commercial Establishment Act, 1960.
16. What are the conditions of eligibility for benefits as per the Maternity Benefit Act, 1961 ?
17. Explain the procedure for determining the amount of gratuity as per the Payment of Gratuity Act, 1972.
18. What are the duties and responsibilities entrusted with the Officers and Commissioners of the State Labour Department, Kerala ? **(5×5 = 25 Marks)**

PART – III

Answer **any two** questions. **Each** answer **not** to exceed **1,200** words. **All** questions carry **equal** marks.

19. Trace the historical development of labour welfare in India highlighting the major milestones.
 20. What are occupational hazards and diseases ? Explain the features of the occupational health services.
 21. Explain the various benefits provided for the employees as per the Employees' State Insurance Act, 1948.
 22. Describe the objectives of the labour policy of the Central Government and bring out its salient features. Discuss also, the impact of economic liberalization on Indian Labour Policy. **(2×15 = 30 Marks)**
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