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Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2018
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. What are the aims and objectives of employee welfare ?
2. State the principle of accountability in labour welfare.
3. What are labour welfare fund boards ? List out a few.
4. What do you understand by industrial hygiene ?
5. Define social security. How is it related to labour welfare ?
6. What is gratuity ? How is it calculated ?
7. What is labour administration ? Define its scope.
8. Distinguish between conventions and recommendations of the ILO.
9. Mention the duties of labour officers and labour commissioners.
10. What are constitutional writs and appeals ? Mention their significance. **(10×2=20 Marks)**

PART – II

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

11. What is welfare audit ? How is it conducted ?
12. Briefly explain the role of trade unions in labour welfare. Give examples of such initiatives.

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13. What are the emerging trends in employee welfare especially in new-age organizations ?
14. How is safety organization done in factories ? List out the duties of safety officers.
15. Briefly explain the major welfare provisions as given in the Plantations Labour Act, 1951.
16. Enlist the various benefits provided for employees as per the Employees' State Insurance Act, 1948.
17. Outline the benefits provided for the welfare of special categories of labour like women and children.
18. Briefly explain the labour policy of the State Government and examine its relevance in the current economic context. (5×5=25 Marks)

PART - III

Answer **any two** questions. **Each** answer **not** to exceed **1200** words. **All** questions carry **equal** marks.

19. Explain any two theories of labour welfare and critically analyze their practical relevance in today's Indian industrial context.
 20. Examine the extent of industrial pollution in our country. Suggest measures for its prevention.
 21. Explain in detail, the major provisions of the Workmen's Compensation Act, 1923.
 22. Write an essay on the Central Government machinery for labour administration. (2×15=30 Marks)
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