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Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2017
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. Outline the concept of employee welfare.
2. State the principle of totality of welfare in labour welfare.
3. What is accident proneness ? How can it be controlled ?
4. What are the objectives of the Kerala Shops and Commercial Establishment Act, 1960 ?
5. Distinguish between social insurance and social assistance.
6. What is provident fund ? What is the contribution made to this fund by the parties ?
7. What are the functions of labour administration ?
8. What are the objectives of the ILO ? Give the administrative set up of the ILC.
9. List out the functions of the state labour department, Kerala.
10. How do constitutional writs and appeals become relevant in industrial jurisprudence ? (10x2=20 Marks)



PART - II

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

11. Briefly explain the policing theory of labour welfare.
12. What are the objectives of labour welfare ? How is welfare related to wellness ?
13. What are some of the best practices in employee welfare ? Mention the employee welfare measures in the IT sector.
14. Explain the concept of industrial health and hygiene. What are the statutory health provisions as per the Factories Act, 1948 ?
15. Briefly describe the welfare provisions relating to the Contract Labour (Regulation and Abolition) Act, 1970.
16. Explain the scheme of employees' compensation as per the Workmen's Compensation Act, 1923.
17. Examine the significance of gratuity as a retirement benefit. How is gratuity calculated as per the Act ?
18. Briefly explain the labour policy of the central government and bring out its salient features. **(5×5=25 Marks)**

PART - III

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

19. Discuss the role of managements and trade unions in providing welfare measures in organizations. Give a few illustrations from your field work experience.
 20. Examine the various welfare measures provided under the Plantations Labour Act, 1951.
 21. Explain the salient features of the Maternity Benefit Act, 1961. Suggest amendments to make the Act more relevant.
 22. Describe the evolution of labour administration in India highlighting the major developmental stages. **(2×15=30 Marks)**
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