

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA, Winter 2017-18 Examination

Semester: 4**Subject Code: 06202251****Subject Name: Labour Legislation-II****Date: 11/01/2018****Time: 10:30am to 1:00pm****Total Marks: 60****Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as Directed.**(A) Multiple Choice Questions: (One Mark Each)****(05)**

1. Which act is amended to prevent the exploitation of worker?
 - a) Factories Act
 - b) ESIC Act
 - c) Payment of Bonus Act
 - d) Minimum Wage act
2. What is the maximum wage period for the payment of wages?
 - a) 1 month
 - b) 40 days
 - c) 45 days
 - d) 60 days
3. Payment of Gratuity Act is not applicable in which part of India?
 - a) Jammu & Kashmir
 - b) Maharashtra
 - c) Karnataka
 - d) none
4. What is the minimum number of days that a woman should have worked in an establishment before Claiming the maternity benefit?
 - a) 365 days
 - b) 120 days
 - c) 80 days
 - d) 240 days
5. The bonus act is the outcome of the recommendation made by the _____.
 - a) State government
 - b) Central government
 - c) Labour Court
 - d) Tripartite commission

Q.1 (B) Define the following. (One Mark Each)**(05)**

1. Define wages.
2. Define Workmen Compensation Act.
3. Define skill based pay.
4. Define Maternity Benefit Act.
5. Define Payment of Bonus Act.

Q.1 (C) Direct questions.

(05)

1. What is the objective of Equal Remuneration Act?
2. Write the formula for gratuity act?
3. How much percentage of provident fund is applicable to any organization whose employees are minimum 20?
4. What is the main purpose of creating employees PF?
5. What is the eligibility for employees for getting bonus?

Q.2 Answer the following:

A) Explain in brief on Vishaka's case.

(07)

B) Write the objectives & responsibilities for payment of wages act.

(08)

Q.3 Answer the following:

A) What are the provisions, authorities & responsibilities of an employee in equal remuneration act?

(07)

B) Based on the following detail what should be the amount of monthly gross in his/her CTC structure:

(08)

Basic – Rs. 25,000 per month

D.A – 50% of Basic

HRA – 40% OF Basic

LTA – 10% of Basic

Conveyance Allowance – Rs. 2000/ Month

Medical Allowance – Rs. 1500/Month

Special Allowance – 5% of Basic

Education Allowance – Rs. 500/Month

Telephone Reimbursement – Rs. 1000/Month

Q.4 Attempt any two questions. (Each of 7.5 mark)

(15)

1. Write short note on Minimum Wage Act.
2. Give reasons for compensation.
3. Write the benefits of ESIC Act to employees.
4. Based on the following detail what should be the amount of Gratuity per month in his/her CTC structure & after completing 7 years of service what will be the final Gratuity pay-out:

CTC – Rs. 55,000/month

Basic – 40% of CTC

D.A – 114% of Basic

HRA – 40% of Basic

LTA – 10% of Basic