

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA Summer 2018 - 19 Examination**

**Semester: 4****Subject Code: 06202251****Subject Name: Labour Legislation- II****Date: 22/04/2019****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 type questions/Fill in the blanks. (Each of 1 mark)****(05)**

1. What is the minimum number of days that a woman should have worked in an establishment before claiming the maternity benefit?
 

a) 365 days	c) 80 days
b) 120 days	d) 240 days
2. The Workmen's Compensation Act, 1923, the Maternity Benefit Act, 1965 and the Employees State Insurance Act, 1948
  - a) Together can be applicable.
  - b) The Maternity Benefit Act and the Employees State Insurance Act can be applicable at a
  - c) The Workmen's Compensation Act and the Employees State Insurance Act can be applicable at a time.
  - d) If the Workmen's Compensation Act and the Maternity Benefit Act are applicable, the Employees State Insurance Act is not applicable.
3. What is the qualifying service to claim gratuity?
 

a) 15 years	c) 5 years
b) 10 years	d) No such prescription
4. Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936?
 

a) Basic Wage	c) Incentive
b) Dearness Allowance	d) Gratuity
5. The Equal Remuneration Act extends to
  - a) Whole of India except Jammu & Kashmir
  - b) Whole of India except Union Territories
  - c) Whole of India
  - d) Whole of India except certain areas notified by the Government

**B) Define the following. (Each of 1 mark)****(05)**

1. Who is an "employee" under the Employees' State Insurance Act, 1948?
2. Define Workmen Compensation Act.
3. What is the wage period?
4. What is pension contribution in PF?
5. Define permanent partial disablement under ESI act.

**C) Direct questions. (Each of 1 mark)****(05)**

1. What is the eligibility for getting bonus under payment of bonus act ?
2. Discuss the concept of "arising out of and in course of employment" stipulated in the Workmen's Compensation Act, 1923.
3. What is employee contribution and employer contribution in PF?
4. What are the eligibility criteria for maternity benefit under Maternity Benefit Act.
5. What is the objective of equal remuneration act?

**Q.2 Answer the following questions.**

- A) Explain the provision for 'set-on' and 'set-off' in the Payment of Bonus Act, 1965. Why has such a provision been made in the Act? (07)
- B) What can make an employee eligible or disqualified for the payment of bonus under the Act? (08)
- B) Can an employer forfeit the whole amount of bonus payable to workers? If so, for what reasons?

**Q.3 Answer the following questions.**

- Rahul is an engineer, who has worked with SAP Company for 20 years of service and had Rs.25,000 as his last drawn basic plus DA amount and earns 40% of basic as HRA. What is the Gratuity amount that Rahul gets? (07)

Nalliah, resides in the residential quarters provided by the employer. He received personal injury resulting in his death.

- B) In this case, Nalliah was attacked by a wild elephant, while he came out of his quarter on hearing a noise from outside. Unfortunately, the elephant that was standing in front of his house, attacked him. Nalliah was immediately rushed to the Tata Tea Central Hospital, where he expired an hour later. Is the employer liable for payment of compensation? (08)

**Q.4 Attempt any two questions.(Each of 7.5 mark) (15)**

1) Rahul is working as an engineer in a Company in Bangalore. His basic salary is Rs. 6,500 per month. Calculate his Bonus.

2) Write the benefits given to employees under ESIC Act.

3) A worker whose monthly wages is RS 3000 loses one eye as a result of injury caused to him on Nov 15, 1995. On Oct 1, 1995. He had completed 20 years of age. What would be the amount of compensation payable to him.

*(Relevant Factor for 20 year=224; one eye loss=40% disablement)*

4) Discuss the objective and important provisions of Equal Remuneration Act.