

Seat No: _____

Enrollment No: _____

PARUL UNIVERSITY
FACULTY OF LAW
BA/B.Com/BBA-LL.B, Winter 2019 – 20 Examination

Semester: 7

Date: 29/11/2019

Subject Code: 17300403

Time: 10:30am to 1:00pm

Subject Name: Labour & Industrial Law II

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.

(15)

(MCQ, True or False, Definitions, Explain terms) (1 marks each. All Compulsory)

1. What is the definition of 'Employee' under the Payment of Bonus Act?
2. The Minimum Bonus payable is _____ and Maximum Bonus payable is _____
3. The eligibility of Rs. _____ is fixed as maximum monthly salary of an employee under the Payment of Bonus Act.
4. The actual presence of _____ days is required for eligibility to avail Privilege Leave.
[a] 200 days [b] 240 days
[c] 300 days [d] 180 days
5. The provisions for appointment of Safety Officers is statutory when the total strength of employees exceeds _____.
[a] 250 employees [b] 500 employees
[c] 750 employees [d] 1000 employees
6. The eligibility of Bonus of an employee is minimum attendance of _____ days in a year.
[a] 150 days [b] 100 days
[c] 50 days [d] 300 days
7. The set-off and set-on under the Payment of Bonus Act is to be calculated as per Section _____ of the Payment of Bonus Act.
[a] Section 7 [b] Section 8
[c] Section 9 [d] Section 10
8. The time-limit for Payment of Bonus Act is decided under Section _____ of the payment of Bonus Act.
[a] Section 10 [b] Section 12
[c] Section 19 [d] Section 15
9. Discuss the concept of Non-statutory Bonus.
10. What is the formula for calculating Bonus under the Payment of Bonus Act?
11. The weekly working hours of an employee is _____ as per the Factories Act.
[a] 35 hours [b] 42 hours
[c] 48 hours [d] 40 hours
12. The Over Time (i.e. Extra Duty Hours) limit per quarter of an employee is _____ hours as per the Factories Act.

