

Seat No: _____

Enrollment No: _____

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Mid Term 2019–20 Examination

Semester: VI

Subject Code: 06101353

Subject Name: Industrial law

Date: (02/03/2020)

Time: (1hr:30min)

Total Marks: 40

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 Multiple choice type questions/Fill in the blanks. (Each of 1 mark)

(05)

1. Choose the correct objective of the Industrial Disputes Act.

- | | |
|---|---|
| a) To prevent illegal strikes | c) To provide relief to workmen in matters of lay-offs, retrenchment, wrongful dismissals |
| b) To promote measures for securing and preserving good relations between the employers and the employees | d) All of the above |

2. Continuous Service under major labour legislations means _____

- | | |
|--|---------------------|
| a) work of 240 days if work is above the ground and 190 days if work is below the ground | c) work of 240 days |
| b) work of 180 days | d) work of 160 days |

3. 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 |

4. Match the following deductions with their respective sections

- | | | |
|------------------------------------|-------|-----------------|
| 1. Deduction for recovery of loans | ----- | A. Section 12 A |
| 2. Deduction from wages | ----- | B. Section 9 |
| 3. Deduction for services rendered | ----- | C. Section 7 |
| 4. Deductions from absence of duty | ----- | D. Section 11 |

- | | |
|-----------------------|-----------------------|
| a) 1-c, 2-a, 3-b, 4-d | c) 1-a, 2-c, 3-d, 4-b |
| b) 1-b, 2-d, 3-c, 4-a | d) 1-d, 2-a, 3-b, 4-c |

5. Under ESI Act, 1948 a member of the Corporation, Standing Committee or the Medical Council shall cease to be a member of the body if he fails to attend

- | | |
|----------------------------------|-------------------------------|
| a) Two consecutive meetings | c) Three consecutive meetings |
| b) Three meetings intermittently | d) Four consecutive meetings |

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

1. Inspectors
2. Manufacturing process
3. Occupier
4. Continuous service
5. Retrenchment

(05)

Q.2 Answer the following questions.

A) Define Industrial Disputes? Discuss in details the different modes by which the Industrial Disputes Act contemplates resolving of Industrial Disputes

(05)

B) Define Controlled Industry. Briefly discuss important provisions of Strike and lockout cover under Industrial Disputes Act, 1947

(05)

Q.3 Answer the following questions.

A) Explain the provision of Contribution covered under ESI Act 1948?

(05)

B) "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at regular intervals and without any unauthorized deductions." Comment.

(05)

Q.4 Answer the following questions

A) Explain provision of Lays-off and Retrenchment cover under Industrial Dispute Act.

(05)

B) Explain important provisions of Payment of wages Act, 1936

(05)