

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

Semester: 4

Subject Code: 06202251

Subject Name: Labour Legislation-II

Date: 21/05/2018

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 type questions/Fill in the blanks. (Each of 1 mark)****(05)**

1. No contribution is required for getting benefit under which of the following legislations?

a) Maternity Benefit	c) Both under (A) & (B)
b) Employees' Compensation Act	d) None of the above

2. The condition of 80 days of employment in the 12 months immediately preceding the date of benefit has been made an eligibility condition for getting

a) Maternity Benefit under the Maternity Benefit Act	c) Gratuity under the Payment of Gratuity Act
b) Disablement benefit under the ESI Act	d) Sickness benefit under the ESI Act

3. Where the Workmen's Compensation Act, 1923, the Maternity Benefit Act, 1965 and the Employees State Insurance Act, 1948 is applicable?

a) Together can be applicable.	c) The Workmen's Compensation Act and the Employees State Insurance Act can be applicable at a time.
b) The Maternity Benefit 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.

4. The minimum wages as fixed under the Minimum Wages Act, 1948 must be revised at least once in _____

a) 2 years	c) 5 years
b) 3 years	d) No mention under the Act

5. The ceiling on wage or salary for calculation of Bonus under the Payment of Bonus Act 1965 is _____

a) Rs. 2,500	c) Rs. 4,500
b) Rs. 3,500	d) Rs. 6,500

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

1. Who is Employee according to workmen's compensation act?
2. What is Wages?
3. Define set-off and set-on in Payment of Bonus act
4. Define Equal Remuneration act
5. Define minimum wages Act.

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

1. Give formula of Gratuity Act for seasonable employee?
2. If employee salary is Rs.13000. calculate PF for employee?
3. What is the full form of EDLI charges?
4. Where Equal Remuneration Act is not applicable?
5. list out different social security and wage legislation acts?

Q.2 Answer the following questions.**A) Discuss Gratuity Act with its penalties.****(07)****B) Explain the benefits of Maternity Act.****(08)**

Q.3 Answer the following questions.

A) What is bonus? Explain payment of bonus act 1965.

(07)

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

(08)

Basic= Rs.28000

D.A= 40%

HRA= 40%

LTA=5%

Medical Allowance =Rs. 2000/month

Education Allowance= 8%

Conveyance Allowance=Rs. 1000/month

Special Allowance = 5%

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

(15)

1. Based on the following information what should be the amount of Gratuity per month in his/her CTC Structure & after completing 6 years of service what will be the Gratuity pay out:

CTC= Rs.60000

Basic= 30%

D.A= 15%

HRA= 25%

LTA= 5% basic

2. Write down benefits of ESIC Act?

3. Explain in brief vishaka's case guidelines?

4. Write down payment of wages Act with penalties?