

PARUL UNIVERSITY
FACULTY OF SOCIAL WORK
MSW-HRM, Summer 2018-19 Examination

Semester: 4**Date: 17/04/2019****Subject Code: 10202252****Time: 10.30 a.m. To 1:00 p.m.****Subject Name: Labor Legislation-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.A) True or False. (Each of one marks)**(10)**

1. The minimum wages Act 1948 was to secure the welfare of unorganized workers in certain industries by fixing the minimum rates of wages.
A) True B) False
2. Gratuity amount is payable after minimum _____ years of service in gratuity act, 1972
A) 2 years B) 10 years C) 5 years D) 3 years
3. What is the maximum period for which any woman is entitled to maternity benefit?
A) Six months B) twelve weeks C) four months D) sixteen weeks
4. Choose the correct date and year on which payment of wages act was passed?
a). 23rd April, 1936
b). 28th March, 1937
c.) 25th April, 1937
d.) 27th April, 1936
5. In a factory if a person has been named as manager of the factory under the clause (f) of sub section 1 of section 7 of the factories act, he is responsible to make the payments of the employees.
A) True B) False
6. In any factory or industrial establishment where less than 1000 employees are employed the wages shall be paid before the expiry of the ____ day.
a. 10th day
b. 2nd day
c. 7th day
d. None of the above
7. The act is not applicable to _____ except those operating in competition with similar other private undertakings.
a. Public enterprises
b. Private enterprises
c. Factories
d. Banks except RBI and LIC
8. Under the Payment of Gratuity Act, 1972 the maximum gratuity payable is
a. Rs. 10 lakhs
b. Rs. 8 lakhs
c. Rs. 5 lakhs
d. Rs 3.5 lakhs
9. The formula for calculating gratuity is
(a) Gratuity = (Monthly Salary/25) X 15 X No. of years of service
(b) Gratuity = (Monthly Salary/30) X 15 X No. of years of service
(c) Gratuity = (Monthly Salary/26) X 15 X No. of years of service
(d) Gratuity = (Monthly Salary/15) X 15 X No. of years of service
10. On what grounds an employee will be disqualified from getting bonus?

- a. Fraud
- b. Riotous or violent behavior while on the premises
- c. Theft, misappropriation or sabotage of any property of the establishment
- d. All of the above

B) Discuss set on and set off principle of Bonus Act. **(05)**

Q.2A) Answer in one sentence. (Each of one marks) **(10)**

1. Define the term adult under the minimum of wages act-1948
2. What are the objectives of payment of wages act-1948
3. What are the objectives of payment of Bonus act?
4. List wage periods by which minimum rate of wages are fixed.
5. What is objective of gratuity Act?
6. What do you mean by allocable surplus under the payment of Bonus Act 1965?
7. Who are the employees entitled under the PF Act?
8. What is the contribution of employer under the ESI Act?
9. What do you mean by a child as per minimum wages act?
10. At what rate the mode of payment of provident fund dues?

Q .2B) Define the following terms. **(05)**

1. What are the steps to be followed in fixation of minimum wage?.

2. Define the term “wages” with reference to Payment of wages act-1936

Q .3A) Write a detailed note on payment of gratuity act-1972 **(10)**

OR

Q .3A) Discuss the fixing hours of normal working day under the Minimum wages act, 1948 **(10)**

B) Write a short not on time of payment of wages (section-5) under the payment of wages act- 1936. **(05)**

Q .4A) Explain important provisions and amendments of provident fund and pension scheme. **(10)**

B) Explain few provisions of payment of bonus act-1965 **(05)**

OR

B) Write a short note on: deductions from the wages (section-7 to 13) under payment of wages ac- 1936. **(05)**