

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA, Winter 2019 - 20 Examination

Semester: 6
Subject Code: 06101353
Subject Name: Industrial Law

Date: 22/11/2019
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. 'First come last go and last come first go' is the principle of

a) Lay-off	c) Retrenchment
b) Closure	d) Dismissal
2. The 3-tier system of adjudication are labour courts, Industrial Tribunals and _____

a) Supreme Court	c) High Court
b) Civil Court	d) National Tribunal
3. The Workmen's compensation Act, 1923; the Maternity benefit Act, 1956 and the Employees state Insurance act, 1948

a) Together can be applicable	c) The Maternity Benefit Act and the Employees State Insurance Act can be
b) If the Workmen's Compensation Act and the Maternity Benefit Act are applicable, the Employees State Insurance Act is not applicable.	d) The Workmen's Compensation Act and the Employees State Insurance Act can be applicable at a time
4. No adult worker shall be required or allowed to work in a factory for more than ----- hours in any week.

a) 48	c) 52
b) 60	d) 45
5. Under Provident fund and Misc act, "Insurance Fund" means

a) Medical insurance Fund	c) Deposit Liked Insurance Scheme
b) ULIP	d) Employees' group Accident Insurance

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

1. Occupier
2. Disablement
3. Industrial dispute
4. National tribunal
5. Manufacturing Process

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

1. What do you mean by Lay-Off?
2. What is Certificate of Fitness?
3. Define ESIC
4. Write Compensation provided under Death.
5. What is EDLI?

Q.2 Answer the following questions.

A). Explain various authorities' helps to resolve industrial disputes come under industrial dispute act 1947. **(07)**

B). State the composition of central board, executive committee comes under Employee's Provident Fund and Misc act, 1952 **(08)**

Q.3 Answer the following questions.

A). Explain Welfare provision of Employees comes under Factory Act, 1948

(07)

B). Explain the Employers liability to pay compensation to an employee under the Workmen's Compensation Act, 1923

(08)

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

(15)

1. Explain provision of the Employees Pension Fund Scheme and Employees Deposit linked Insurance Scheme comes Under Employee's Provident Funds and Misc. Act, 1952
2. Explain important provision regarding the penalties under the employees state insurance act 1948
3. Explain important provision of payment of wages act, 1936
4. What are the powers of factory inspectors and certifying surgeon under factory act 1948