

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**BBA, Summer 2017-18 Examination**

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

**Date: 16-05-2018**  
**Time: 10:30AM to 01:00PM**  
**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. A proactive industrial relations programme must cover the following decision(s)
  - a) Communication
  - b) Competence
  - c) Discipline and conflict
  - d) All of the above
2. Which of the following statements about The Employees' Provident Funds and (Miscellaneous Provisions) Act are true?
  - a. The Act is not applicable to cooperative societies employing less than 50 persons working with the aid of power.
  - b. It makes provision for pension scheme, including family pension.
  - c. There is no wage limit to be covered under the Act.
  - d. The Act has a provision relating to Employees' Deposit-linked Insurance Scheme
    - a) a, b & d
    - b) a & c
    - c) b, c & d
    - d) a, c & d
3. The chairman and members of Central Board constituted under Employees Provident Fund are appointed by.....
  - a) Central Government
  - b) State Government
  - c) Supreme Court
  - d) None of the above
4. The scheme defined under section 2(i-b) of the PF Act, 1952 is .....
  - a) Pension Scheme
  - b) Provident Fund Scheme
  - c) Family Pension Scheme
  - d) Insurance Scheme
5. Under the PF Act, 1952 "Insurance Fund" means .....
  - a) Unit Linked Insurance Plan
  - b) Deposit Linked Insurance Fund
  - c) Employees' Group Accident Insurance
  - d) Medical Insurance Fund

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

1. Lay-off
2. Occupier
3. Wages
4. Continuous Service
5. Disablement

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

1. Manufacturing Process
2. Industrial Dispute
3. What is Certificate of fitness?
4. What do you mean by Partial Disablement
5. Lock-out

**Q.2 Answer the following questions.**

- A). Explain important provision of Payment of Wages Act 1936. (07)**
- B). Explain provision of the Employees Pension fund scheme and Employees Deposit linked Insurance scheme comes under Employee's Provident Funds and Misc. Act 1952. (08)**

**Q.3 Answer the following questions.**

- A). What are the powers of factory inspectors and certifying surgeon comes under Factory Act 1948? (07)
- B). Explain various authorities helps to resolve industrial disputes comes under Industrial dispute Act 1947. (08)

**Q.4 Attempt any two questions. (Each of 7.5 mark) (15)**

1. Explain Welfare provision of Employees comes under Factory Act, 1948.
2. Explain important provision regarding the penalties under the Employees State Insurance Act 1948.
3. State the composition of central board, executive committee comes under Employee's Provident Fund and Misc Act, 1952.
4. Write about different circumstances under an employer is responsible for payment of compensation to an injured workman under Workmen's Compensation Act 1923.