

Seat No: _____

Enrollment No: _____

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com (Hons)

Mid Term Examination September - 2019

Semester : IV

Date: 01/03/2019

Subject Code : 16104352

Time: 08:00 AM to 10:00 AM

Subject Name: Employee Welfare & Labour Administration

Marks: 40

Instructions:

1. Attempt all questions from each section
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.

Q. 1. MCQs.

(08)

- 1) Which one of the following is not a welfare provision under Factories Act, 1948
 - a) Canteen
 - b) Creches
 - c) First Aid
 - d) Drinking water
- 2) The provision for cooling water during hot weather should be made by the organization if it employees _____ or more employees.
 - a) 200
 - b) 250
 - c) 300
 - d) 150
- 3) Section 19 of Factories Act discusses about the -----
 - a) Drinking Water
 - b) Lighting
 - c) Latrines and Urinals
 - d) Artificial Humidification
- 4) Which of the following facility is not meant for a proper and comfortable working condition of the employees.
 - a) Humidity
 - b) Housing facility
 - c) Cleanliness
 - d) Sitting place
- 5) As per Factories Act, "-----" of a factory means the person who has ultimate control over the affairs of the factory.
 - a) Manager
 - b) Owner
 - c) Director
 - d) Occupier
- 6) According to the definition of "Week" under the Act, it is a period of 7 days beginning at midnight on _____.
 - a) Sunday
 - b) Monday
 - c) Friday
 - d) Saturday
- 7) Ensuring the safety, health and welfare of the employees is the primary purpose of the
 - a) Factories Act. 1948
 - b) Payment of Wages Act, 1936
 - c) ESI Act. 1948
 - d) Workmen's Compensation Act 1923
- 8) Section 49 of the Factories Act 1947 Says about
 - a) Welfare officer
 - b) Canteen
 - c) Rest room
 - d) Creche

Q. 2 A) How are the Inspectors appointed under the ESI Act, 1948 and what are their functions and duties. (04)

B) Write a note on importance of Labour Welfare (04)

Q. 3 A) Write Full note on Welfare (04)

B) Define Labour Welfare & Explain its objectives (04)

Q. 4 Explain Health related Provision in Factories Act 1948 (08)

OR

How is the Amount of compensation payable to death of employee calculated under the Employee Compensation Act, 1923?

Q.. 5 Write a note on Following terms (Any 2 out of 3) (08)

- a) Working Hours of Adults
- b) Needs of Labour Welfare officer
- c) Maternity Benefit

