



Sanjay Ghodawat University, Kolhapur
Established as State Private University under Govt. of Maharashtra. Act No XL,
2017

2013-19

SY MBA

School of Commerce and Management

Management

MMC HR 612

EMPLOYEE WELFARE LAWS

Semester – Even (IV)

Day & Date *Tuesday*
28/05/2019

End Semester Examination

Time: 3 hrs, Max Marks:
2-30 to 5-30 pm, 100

Instructions:

1) All Questions are compulsory.

		Marks	COs	Bloom s Level
Q.1	Answer the Following			
a)	PN Company has around 900 workers in their factory. As a Labour Welfare officer illustrate the different roles played by you in the company.	10	CO1	3
b)	Critically Evaluate the objectives of International Labour Organisation.	10	CO 2	4
	OR			
b)	Appraise the impact of International Labour Organisation on Labour Welfare.	10	CO 2	4
Q.2	Answer the Following			
a)	Being a HR Manager of Genu Company, examine the rights of an employer in a company.	10	CO 3	4
b)	Mr X meets with a permanent/partial/temporary disablements due to injury. Identify and explain the amount of compensation payable under all three conditions?	10	CO 4	3
	OR			
b)	Illustrate the salient features of Industrial Dispute Act 1947.	10	CO 4	3
Q.3	Answer the Following			
a)	Describe the provisions under The Payment of Gratuity Act, 1972.	10	CO 5	2
	OR			
a)	Discuss the provisions under The Payment of Bonus Act, 1965.	10	CO 5	2
Q.4	Answer the Following			
a)	Explain the provisions available under -The Apprentices Act, 1961	10	CO 6	2
b)	Illustrate the different aspects of The Maternity Benefit Act, 1961	10	CO 6	3

ESE

- c) A company had 50 employees working for them. Out of these employees 10 employees are women. It was found that all the women employees were paid less salary as compared to men employees working in the company. Assume yourself as a women employee and argue for equal pay for yourself by defending on terms of rights available to you under Equal Remuneration Act 1976. 10 CO 6 5

OR

- c) Sri J. P. Sharma (the contesting respondent) was a permanent employee of the Bharat Heavy Electrical Ltd., Hardwar, (the BHEL for short). The contesting respondent absented himself from 29.4.1981 without obtaining any leave. The BHEL received an application dated 4.4.1981 from the contesting respondent (Annexure-1 to the writ petition) ; requesting them to grant him leave for 15 days with effect from 29.4.1981 to 13.5.1981 for an urgent personal work. The contesting respondent had mentioned his village address in this application. The BHEL sent a letter on 9.5.1981 (Annexure-2 to the writ petition) on that address denying his request, due to exigency of work, and asked him to report for duty. This letter was not served upon the contesting respondent. It came back undelivered with report that the contesting respondent was not at that address. The BHEL again sent a letter dated 10.6.1981 to the contesting respondent informing him that :

* He has not reported for duty ;

* He has absented himself without sanctioned leave from 29.4.1981 ;

* He was, therefore, deemed to have left the employment--terminating his service contract ; and * his name was struck off from the rolls of the company with effect from 29.4.1981 under provisions of clause 8 (1) of the certified standing orders.

Q. Defend whether the decision taken is correct according to Industrial Employment Act?

Q.5 Answer the Following

- a) Write down the rules and regulations enumerated in the Employee's Provident Fund & Misc. Act, 1952 . 10 CO 5 6
- b) Illustrate the various provisions specified under the Employees State Insurance Act, 1948. 10 CO 5 3

ESE