

END SEMESTER EXAMINATION

(Nov-2019)

MGH-01 MANAGEMENT OF INDUSTRIAL RELATIONS AND LABOUR  
LEGISLATION

Time: 3 Hours

Max. Marks : 60

Note : Answer any five questions.

All questions carry equal marks.

Assume suitable missing data, if any.

Q1 Describe the following:

- A. Termination of Services
- B. Grievance Procedure

Q2 State the welfare provisions under Contract Labour (Regulation & Abolition) Act, 1970.

Q3 a. An accident took place while an insured person was coming from his place of work with the express permission of his employer as a passenger in a vehicle provided by the employer. The injured person was under no obligation to his employer to travel by that vehicle. State whether this injured person is entitled to disablement benefits in accordance to the provisions in the ESI Act, 1948?

b. An employee was on authorized leave for a week without pay from his employer. The employer deducts the employees share of contribution for that week out of his subsequent weeks wages. Is the deduction legal? (The ESI Act, 1948)

Q4 Describe the main provisions of The Payment of Bonus Act, 1965.

Q5 a. Define and explain :

- i) Partial disablement and Total disablement
- ii) Occupational disease

b. A railway employee was ordered to travel to a certain station and repair there a pipeline. After finishing this work he was hurrying across the platform when he slipped and fell and died as a result of the fall. Is the employer liable to pay compensation in this case? State reason.

Q6 Discuss the methods of workers participation in management.

Q7 What is an 'Industrial Dispute'? Describe the machinery set up in Industrial Dispute Act, 1947 for settlements of disputes.