

Roll No. ....

## **BBA-501(O)**

### **B. B A. (Fifth Semester) EXAMINATION, Dec., 2014**

**(Old Course)**

Paper First

#### **INDUSTRIAL LAWS AND PRACTICE**

*Time : Three Hours ]*

*[ Maximum Marks : 75*

*[ Minimum Pass Marks : 26*

**Note :** Attempt all questions. All questions carry equal marks.

1. Define factory and discuss provisions related to health and safety under the Factories Act.

*Or*

Differentiate between permanent and temporary disablement. Discuss the benefits provided to workers under Workmen's Compensation Act.

2. State the objectives and benefits provided under the Employees' State Insurance Act.

*Or*

Explain the term contribution under Employees' Provident Fund Scheme and discuss provisions relating to EDLI scheme.

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3. Explain the procedure for fixing and revising minimum wages under the Minimum Wages Act.

*Or*

**Define the term office bearer under the Trade Union Act, 1926 and write provisions related to :**

- (a) Mode of registration
  - (b) Conditions under which registration of trade unions can be cancelled.
4. Discuss the following provisions under the Industrial Disputes Act, 1947 :
- (a) Duties of Conciliation Officer
  - (b) Matters within the jurisdiction of Labour Court
  - (c) Illegal strike

*Or*

What is the importance of standing orders for an industrial establishment ? Explain the procedure for certification of standing orders.

5. Define 'continuous service' as defined in the Payment of Gratuity Act, 1972. When does gratuity become payable under the Act ?

*Or*

Write short notes on the following :

- (a) Objectives of Payment of Bonus Act
- (b) General duties of occupier under the Factories Act
- (c) Unauthorised deductions under the Payment of Wages Act