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Sardar Patel University
MHRD IV Semester Examination April 2016
Wednesday 13/4/2016
02.30 pm to 05.30 pm
Course Title – Social Security Legislations
Course Code PA04CHRD02

Figures to right indicates full Marks

Total Marks : 70

I. Answer as instructed (2X5=10)

- i. Gratuity is Paid _____ days salary for every completed year after 5 years.
- ii. Who does not contribute to Provident fund.
A. Employer B. Employee C. Government D. None
- iii. Which is not recognized as a wage.
A. Barter System B. Peace Work Wage C. Lumpsum Wage D. Fortnight wage
- iv. What will be the contribution of a person who earns Rs 5000/- a month under PF.
A. Rs 1800/- B. Rs 1000/- C. Nil D. None of the three
- v. Unorganised worker means
A. Scattered Labour B. Working in Factory
C. Industry D. Construction Worker

2. Explain the term Gratuity and how the Gratuity is calculated?

(15X1=15)

Or

Explain the provisions of Employees Provident Fund Act with regard to social Security.

3. Explain the Types of wages as enumerated under the Minimum Wages Act?

(15X1=15)

Or

Explain the Kinds of wages.

4. Explain the Importance and need of Social Security Legislations.

(15X1=15)

Or

Explain the provisions of Maternity Benefit Act.

5. Short Notes Any 3

(5X3=15)

A. Paternal Leave.

B. Available Surplus

C. Unorganised Workers.

D. Post natal leave

E. Employers contribution to PF

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(2)