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**SARADAR PATEL UNIVERSITY**  
**MHRM- III- Semester Examination, NOVEMBER-2013**

**Date:** 20/11/2013  
**Day :** WEDNESDAY

**Time:** 2:30 TO 5:30 P.M.  
**Total Marks:** 70

**Subject: PA03CHRM03- EMPLOYMENT LAW-I**

Note: All Questions are compulsory to attend.

**Que.1 Multiple choice questions.**

**(10)**

- 1) \_\_\_\_\_ is responsible for Payment to a person employed by him in a factory under the Payment of Wages Act, 1936.
  - a) Managing Director
  - b) HR Executive
  - c) Manager
  - d) Owner
- 2) The Apprentices Act came into force on \_\_\_\_\_.
  - a) 1<sup>st</sup> March, 1962
  - b) 31<sup>st</sup> March, 1962
  - c) 1<sup>st</sup> April, 1962
  - d) 1<sup>st</sup> June, 1962.
- 3) According to the Factories Act, 1948 no portable electric light or any other electrical appliance of voltage exceeding \_\_\_\_\_ Volts shall be permitted for use inside any chamber & tank.
  - a) 20
  - b) 10
  - c) 14
  - d) 24
- 4) \_\_\_\_\_ is the code dealing with the employer and employee relations established through various precedents.
  - a) Social Justice
  - b) Natural Justice
  - c) Industrial Jurisprudence.
  - d) All of above.
- 5) Maximum Bonus under the Payment of Bonus Act is \_\_\_\_\_.
  - a) 8.33%
  - b) 10%
  - c) 24%
  - d) 20%
- 6) Under the Minimum Wages Act, every claim for non Payment of Minimum wages shall be presented within \_\_\_\_\_.
  - a) 6 months
  - b) 12 months
  - c) 14 months
  - d) 20 months

**(P.T.O.)**

- 7) An employee shall be disqualified from receiving Bonus, if he is dismissed from service for \_\_\_\_\_.
- a) Fraud
  - b) Riotous or violent behavior while on the premises.
  - c) Theft, Misappropriation or sabotage of any property of the establishment.
  - d) All of above.
- 8) Gratuity shall be payable to an employee on the terminate of his employment after he has rendered continuous services for not less than \_\_\_\_\_ years.
- a) 5
  - b) 4
  - c) 7
  - d) None of these
- 9) Where work of the same kind is carried out by two or more sets of workers, working during periods of the day each of such sets is called a \_\_\_\_\_.
- a) Relay
  - b) Shift
  - c) Competent person
  - d) None of these.
- 10) If the earning capacity of the workman is reduced in relation to the employment, he had been at the time of the accident resulting in such disablement, it is \_\_\_\_\_.
- a) Temporary partial disablement
  - b) Permanent partial disablement
  - c) Total disablement
  - d) None of these.

Que.2 Explain the provision relating to health and safety under the Factories Act, 1948.

(15)

OR

Que. 2 Define "Basic Wages" and state the provision relating to contributions and penalties under the Employees Provident Funds and Miscellaneous Provisions Act, 1952.

(P.T.O)

Que. 3 Define the term “ Manufacturing Process” and enumerate the relevant provisions regarding “Working Hours of Adults” under the Factories Act, 1948. (15)

**OR**

Que.3 Define Industrial Jurisprudence and discuss the principles of Industrial Jurisprudence.

Que. 4 What are the benefit provision of the Employee’s State Insurance Act,1948? (15)

**OR**

Que.4 Discuss the Maternity Benefits Act , 1961 in detail.

Que. 5 Short notes. (Any two) (15)

- a) Constitutional aspects of Industrial Jurisprudence.
- b) Power and functions of Inspectors under the Payment of Bonus Act, 1965.
- c) Welfare provision under the factories Act, 1948.
- d) Deductions from Wages under the Payment of Wages Act, 1936.
- e) The Employment Exchanges Act, 1959.

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**ALL THE BEST**

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