



Name:

Enrolment No:

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, December 2022

Course: Labour Legislation

Semester: III

Program: BBA (HRM Spl)

Course Code: HRES2013

Time : 03 hrs.

Max. Marks: 100

Instructions: All questions are compulsory.

SECTION A
10Qx2M=20Marks

S. No.	Describe the various terms mentioned below.	Marks	CO
Q 1	Contract and Migrant workers	2	CO1
Q 2	Collective bargaining	2	CO2
Q 3	Adolescent and young persons	2	CO2
Q 4	Dismissal and discharge	2	CO3
Q 5	Individual equity	2	CO2
Q 6	Social security	2	CO4
Q 7	Annual leave with wages	2	CO3
Q 8	Protected workman	2	CO2
Q 9	Fringe benefits	2	CO4
Q 10	Employers' association	2	CO2

SECTION B
4Qx5M= 20 Marks

Q 1	What are the welfare provisions under the Factories Act, 1948.	5	CO3
Q 2	What are the different provisions related to amount of compensation under the Employee Compensation Act,1923.	5	CO2
Q 3	What are the provisions for minimum and minimum bonus under the Payment of Bonus Act, 1965.	5	CO4
Q 4	What is industrial dispute? Differentiate between strike and lockout with suitable examples.	5	CO3

SECTION-C
3Qx10M=30 Marks

Q 1	What are the different bi-partite forums in industrial establishment? Discuss its types and their relevance.	10	CO2
Q 2	Define the term 'trade union'. What are the criteria and procedure for registration of trade union?	10	CO4

Q3	What are the different criteria of setting minimum wages under the Minimum Wage Act, 1948.	10	CO3
SECTION-D 2Qx15M= 30 Marks			
Q 1	Describe the health and safety provisions under the Factories Act, 1948.	15	CO2
Q 2	What is model standing order? Discuss the standing orders applicability, relevance and procedures for certification.	15	CO3