

- Q.19 Explain the key features of the Employee's State Insurance Act.
- Q.20 Discuss the provisions of the Maternity Benefit act related to eligibility and benefits
- Q.21 What are the major causes of industrial disputes, and how can they be resolved?
- Q.22 Explain the concept and calculation of gratuity under the payment of Gratuity Act.

SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x8=16)
- Q.23 Discuss in detail the provisions of the Occupational Safety, Health and working Conditions Code 2020 and its impact on worker welfare.
- Q.24 Explain the significance of the Social Security Code 2020 in ensuring financial and health protection for employees.
- Q.25 Evaluate the role of the Industrial Relations Code 2020 in promoting harmonious employer-employee relationships in India.

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5th Sem / Business Management (Human Resource Management)

Subject : Labour Laws and Industrial Relations

Time : 3 Hrs.

M.M. : 60

SECTION-A

- Note:** Multiple choice questions. All questions are compulsory (6x1=6)
- Q.1 Which of the following is the main objective of labour legislation in India?
- a) To promote employee welfare
 - b) To increase government revenue
 - c) To privatize industries
 - d) To reduce industrial employment
- Q.2 The occupational Safety, Health and Working Conditions Code 2020 consolidates how many existing labour laws?
- a) 5
 - b) 10
 - c) 13
 - d) 29
- Q.3 Under the Employees' Provident Funds Act, both employer and employee contribute _____% of wages.
- a) 5%
 - b) 10%
 - c) 12%
 - d) 15%

- Q.4 The Industrial Relations Code 2020 primarily aims to:
- Improve trade between countries
 - Simplify and modernize labour relations
 - Replace employee unions
 - Increase government employment
- Q.5 Which Act provides cash and medical benefits to employees in case of sickness and employment injury?
- Payment of Wages Act
 - Employee's State Insurance Act
 - Maternity Benefit Act
 - Trade Unions Act
- Q.6 The Payment of Gratuity Act is applicable to establishments employing at least:
- | | |
|-----------------|-----------------|
| a) 5 employees | b) 10 employees |
| c) 20 employees | d) 50 employees |

SECTION-B

- Note:** Objective/ Completion type questions. All questions are compulsory. (6x1=6)
- Q.7 Fill in the blanks: The Maternity Benefit Act provides _____ weeks of paid leave to women employees.
- Q.8 True or False: The industrial Disputes Act was enacted to maintain peace and harmony between employers and employees.

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- Q.9 Fill in the blanks: The social Security Code 2020 aims to consolidate and simplify provisions relating to _____.
- Q.10 True or False: The Occupational Safety, Health and working Conditions Code 2020 covers welfare, safety, and health of workers.
- Q.11 Fill in the blank: The Trade Unions Act governs the formation, registration, and _____ of trade unions.
- Q.12 Complete the sentence: The main purpose of the Gratuity Act is to provide a monetary benefit to employees on _____.

SECTION-C

- Note:** Short answer type questions. Attempt any eight questions out of ten questions. (8x4=32)
- Q.13 Define labour laws and explain their significance in the Indian context.
- Q.14 What are the major duties of employers and employees under the Occupational Safety Code?
- Q.15 Discuss the objectives and importance of the social Security Code 2020.
- Q.16 Explain the main provisions of the Employee's Provident Funds Act.
- Q.17 What is the purpose of the Industrial Relations Code 2020, and how does it simplify labour regulations?
- Q.18 Describe the welfare provisions provided to employees under the Occupational Safety and Health Code.

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