



FACULTY OF COMMERCE AND MANAGEMENT

3RD YEAR 2ND SEMESTER EXAMINATION IN BBA 2005/06

SPECIALIZATION IN HUMAN RESOURCE MANAGEMENT

HRM 3123 Employee Law and Employee Relations

Answer any five questions

Time: 3 Hours

1. a) Explain the object of the industrial dispute act.

(05 Marks)

b) Explain the following elements under the industrial dispute act:

(1) Employer

(2) Employee

(3) Employment

(4) Dispute

(15 Marks)

(Total 20 Marks)

2. What are the remedies and redress available under the Labour Tribunal?

(Total 20 Marks)

3. Explain the meaning of "Total Earning" under the provident Fund Act. And when an employee obtains the benefit of the above fund.

(Total 20 Marks)

4. What are the steps taken by the employers trust fund board established under the employers trust fund act for promotion of employee welfare?

(Total 20 Marks)

5. Rajah who works under the Moegan and Sons Company. The cause of employment he falls from an upstairs of a building and suffers permanent physical disability.

What are the remedies available to Rajah under the work-man compensation act?

(Total 20 Marks)

6. List out the all provisions under the shop and office act.

(Total 20 Marks)

7. Nathan firm had a workforce of 25, during 05 years. One of them was Mr.Bawan who resigned last month from the firm having served for 10 years. His last salary was Rs.20, 000.

Is Mr.Bawan entitled fro gratuity? If so what is the amount?

(Total 20 Marks)