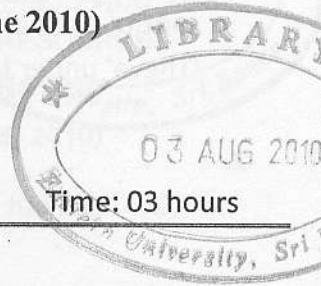


Third Year/ Second Semester Examination in Business Administration (2008/ 2009)

Specialization in Human Resource Management (June 2010)

HRM 3123 – Employee Law

Answer Question No 1 in part A and
Select any other three (03) questions from part B



Part A

1.

- i. The period from 1930 to 1948 more legislation were enacted by the British Colonial regime. What are the reasons for on unprecedented scale?
- ii. What are the main objects of the Industrial Dispute Act No. 43 of 1950?
- iii. What is the structure of the Industrial Court under the Industrial Dispute Act?
- iv. Explain the section 36 of the Industrial Dispute Act?
- v. What are the necessary steps taken the employer for retrenchment of the work man?
- vi. Explain the following provision of the shop and office ordinance?
 - a) Time of work
 - b) Leave of the workman
- vii. Who are the “covered employees” – under the Employee’s Provident Fund Act?
- viii. What are the main objects of the Employees Trust Fund Act?
- ix. Define the “Trade Union” under the Trade Union Ordinance and Registration of Trade Union?
- x. Explain the Legality of the “stay in strike”.

(Marks 4*10 = 40)

Part B

1. 'Theva' who works under the modern building (private) company limited falls from root of a building and suffers and disablement. What are the remedies available to 'Theva' under the Workman's Compensation Ordinance Act No. 15 of 1990?
(20 Marks)
2.
 - i. List out the provisions of the Employees Provident Fund.
(Marks 10)
 - ii. Explain the term of "Total Earning"
(Marks 05)
 - iii. When a member of the Employees Provident Fund could obtain the benefits of the Provident Fund.
(Marks 05)
3.
 - i. What are the duties and powers of the "Employee's Trust Fund Board" under the Employees Trust Fund Act.
(Marks 10)
 - ii. What is the remedy for industrial dispute though the Labour Tribunal in section 31 of Industrial Dispute Act.
(Marks 05)
 - iii. Explain the Meaning of the "Just and Equitable Remedy"
(Marks 05)
4. Write shot notes on to followings
 - i. Collective Agreement.
(Marks 05)
 - ii. Duties of the wages board.
(Marks 05)
 - iii. Provision of the factory ordinance.
(Marks 05)
 - iv. Arbitration in section – from 15 A to 21 of industrial.
(Marks 05)