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Your Roll No.

4103

M.Com. Semester-IV (NC) G

Paper No. MJ-424

(Compensation Management and Employee Welfare Laws)

Time : 3 Hours

Maximum Marks : 100

(Write your Roll No. on the top immediately on receipt of this question paper.)

Attempt All questions.

All questions carry equal marks.

1. (a) Write short notes on the following with reference to the Workmen's Compensation Act, 1923 : 9
- (i) Dependent
 - (ii) Partial Disablement
 - (iii) Qualified Medical Disablement.
- (b) Discuss the employer's liability to pay compensation to the workmen under the Workmen's Compensation Act, 1923. 11

Or

- (c) Discuss the provisions regarding the penalties for various offenses of Payment of Wages Act, 1936. 10
- (d) Discuss the definition of 'Wages' and 'Wages in kind' under the Minimum Wages Act, 1948. 10

P.T.O.

2. Explain the following :

- (a) Set-on and Set-off of Allocable surplus under Payment of Bonus Act, 1965. 10
- (b) Provisions for maximum and minimum bonus under the Payment of Bonus Act, 1965. 10

Or

A work reaches the place of employment before the time when the employment begins and meets an accident whether the accident is out of and in the course of employment. Discuss and cite relevant case laws. 20

3. (a) What do you mean by International Compensation ? What competitive strategies are important for International Compensation ? 10
- (b) Discuss the provisions relating to authorized deductions and deductions for recovery of damages under Payment of Bonus Act, 1936. 10

Or

What do you mean by compensation management ? Discuss various types of compensation and factors affecting compensation management system. 20

4. (a) Discuss the duties of employee and legal obligations of employer under Maternity Benefit Act, 1961. 10
- (b) Discuss the qualifications and disqualification for bonus under the Payment of Bonus Act, 1965. 10

Or

- (c) Discuss the relevant provisions for leave and absence during pregnancy under the Maternity Benefit Act, 1961. 10
- (d) Discuss the principles that should guide the formulation of an appropriate compensation policy. 10
5. Define any *five* of the following : 5×4=20
- (i) Temporary Disablement
- (ii) Employer
- (iii) Disqualification for not receiving bonus under Payment of Bonus Act, 1965
- (iv) Duties of Employer under Maternity Benefit Act, 1961
- (v) Occupational Disease
- (vi) Compensation Policy.