

Roll No. \_\_\_\_\_

University of Pune  
Department of Management Sciences (PUMBA)  
Executive MBA  
**2<sup>nd</sup> Year External Exam May - 2013**

**403 ( C) Labour Legislation**

**Time: 2.30 hrs**

**Marks: 50**

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**Instructions:**

**NOTE - All questions are compulsory**

Q.1 a) Discuss the applicability of Contract Labour act

b) Elaborate on provision for 'payment of wages' under the act. 10

Q.2 a) What are the objectives of Minimum Wages act?

b) Elaborate on provisions regarding 'payment of wages' under the act 10

Q.3 a) Define 'commercial establishment' under Shop and Establishment act

b) Discuss the provisions regarding 'working hours and cleanliness' under shop and establishment act 10

Q.4 Write notes on - 1.Objectives of Bonus act 2.OccupieR under factories act 06

Q.5 Alpha Engg Co. has a gross profit of 5.87 crores for the financial year 2012-13.The other details are as under: Depreciation - 12%. Investment allowance 4%, Taxes 23%, Dividend 8.5% on opening capital and 6% on opening reserves. The company has 390 employees out of which 355 are eligible for bonus and having average wages at Rs.3456 p.m.( basic and DA only) The opening capital is Rs.2.5 crores and Opening reserves are Rs.1.6 crores. The company declared bonus payable @ 14.69% for the financial year.

You are required to -

1. Work-out the 'Available Surplus' and 'Allocable Surplus'

2. Prepare the calculation of bonus payable to the eligible individual employee

3. Total amount of bonus payable to all eligible employees in the company 14