

Roll Number of Candidate: _____

403E/31102012/0230T0530

University of Pune, Department of management Sciences

MBA++ Trimester – IV (403 E) Labour Legislation (HR Specialisation) Oct – Nov 2012

Marks: 50

Time: 3 Hours

Note All Qs are compulsory and carry equal marks

- Q.1 a) What is 'disablement' and what are its types b) Define 'manufacturing process' under factories act
Q.2 Discuss imp points, imp provisions, and general provisions of strike ID act
Q.3 Discuss provisions in respect of 'working woman' 'young person' and health and hygiene under factories act
Q.4 Write notes on - 1. 'Subsistence allowance' under SO act 2. Benefits to IP and his family under ESI act
Q.5 a) Alpha Engg Co. has a gross profit of 5.87 crores for the financial year 2008-09. 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 290 employees out of which 255 are eligible for bonus and having average wages at Rs.2927 p.m. (basic and DA only) The opening capital is Rs.2.5 crores and Opening reserves are Rs.1.6 crores.

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 company. (7 marks)

b)	Mr Rajan	Mr Sajan	Mr Gajanan
Monthly Wages	21000	14700	14800
Transport Allowance	500	250	150
Total →	21500	14950	14950

Based on the above information you are required to work-out the ESI contribution at prescribed rate under the act for employer and employee. Please indicate the contribution amount against each name (3 marks)
