

[Total No. of Questions - 6] [Total No. of Printed Pages - 2]
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MBA 3rd Semester Examination

Labour Legislations (N.S.)

HR-02

Time : 3 Hours

Max. Marks : 60

The candidates shall limit their answers precisely within the answer-book (40 pages) issued to them and no supplementary/continuation sheet will be issued.

SECTION - A

Short Note type Questions

All Questions are Compulsory. Each question carries 2 marks.

1. Write Short notes on the following:

- (i) Payments specified for coverage under the ESI Act, 1948?
- (ii) Provisions under Maternity Benefit Act, 1961 relating to protection of their wages and against dismissal.
- (iii) "Factory" according to Factories Act, 1948.
- (iv) "Wages" under the Payment of Wages Act, 1936.
- (v) "Industrial Dispute" as contained in the Industrial Dispute Act, 1947.
- (vi) Differentiate between "Strike" and "Lockout".
- (vii) Interpret the terms 'arising out of' and 'in the course of' as given under Workmen Compensation Act, 1923.
- (viii) "Partial Disablement" and "Total Disablement" as discussed under Workmen Compensation Act, 1923.
- (ix) Cancellation of the registration of a trade union.
- (x) "Contracting Out" under the Minimum Wage Act, 1948.

(2×10=20)

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SECTION - B
Short Answer Type Questions

Answer Any Four Questions out of Six Questions given. Each Question Carries 5 Marks.

2. (i) Write a brief note on "ESI Corporation". (5)
- (ii) Discuss the eligibility conditions and the rate and duration of maternity benefit payable under the Maternity Benefit Act, 1961. (5)
- (iii) Explain the various welfare provisions as per the Factories Act, 1948. (5)
- (iv) Write brief notes on:
 - (a) Retrenchment
 - (b) Layoff(5)
- (v) Describe the process of registration of a Trade Union. (5)
- (vi) Discuss the types of Bonus as given under the Payment of Bonus Act, 1965. (5)

SECTION - C
Essay Type Questions

Answer any Two Questions out of Four Questions given. Each Question Carries 10 Marks.

1. Describe the various kinds of authorized deductions from wages that are permissible under the Payment of Wages Act, 1936. (10)
2. Discuss the provisions related to health and safety of workers as enshrined in Factories Act, 1948. (10)
3. Explain the dispute settlement machinery under the Industrial dispute Act, 1947. (10)
4. Explain the provisions of the Minimum Wages Act, 1948 relating to:
 - (a) Fixation of the minimum wages
 - (b) Revision of the minimum wages
 - (c) Hours of work
 - (d) Method of wage payment(10)