

Total No. of Questions – 10]
(2022)

[Total Pages : 3

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M.B.A. (3rd Semester) Examination

LABOUR LEGISLATION

Paper – HRM-06

Time : Three Hours]

[Maximum 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.

Note : Attempt *five* questions in all, selecting *one* question from each unit. All questions carry equal marks.

UNIT-I

1. Summarize the key provisions of Factories Act, 1948 relating to
 - (a) Welfare.
 - (b) Provisions relating to Hazardous Process.

2. Describe the main features of
 - (a) Employees Provident Fund Scheme.
 - (b) Employees Pension Scheme.

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- (c) The administrative mechanism for enforcement of Employees Provident Funds and Miscellaneous Provisions Act, 1952.

UNIT-II

3. Describe the procedures laid down under the Minimum Wages Act, 1948 for the fixation and revision of the minimum rates of wages. Discuss the power and functions of inspectors under the Minimum Wages Act, 1948. Also, discuss the penalties for different kinds of offences under the Payment of Wages Act, 1936.
4. Explain the terms "arising out of" and "in the course of employment", "partial disablement" and "total disablement". Discuss the conditions in which employer is not liable to pay compensation to injured employee.

UNIT-III

5. Discuss the authorities that have been provided in the Industrial Disputes Act, 1947 for the prevention and settlement of industrial disputes. Also, Discuss their composition and functions.
6. Write notes on the following :
- (a) Provisions relating to strike.
 - (b) Provisions relating to retrenchment.
 - (c) Provisions relating to layoff.

UNIT-IV

- 7.** Summarize the major provisions of Maternity Benefit Act, 1961.
- 8.** Define the term "same work or work of similar nature", "remuneration" given in the Equal Remuneration Act, 1976. Explain the provisions of the Remuneration Act, 1976.

UNIT-V

- 9.** Explain the composition, power and functions of
 - (a) ESI Corporation.
 - (b) Standing Committee.
 - (c) Medical Benefits Council.
 - 10.** Describe the procedure and conditions for the registration of trade unions under the Trade Union Act, 1926. Mention the conditions under which the registration of a union may be cancelled.
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