Total No. of Questions – 10] (2062)

[Total Pages : 3

## 9638

# M.B.A. (IIIrd Semester) Examination LABOUR LEGISLATION Paper-HRM-06

Time : Three Hours]

[Maximum Marks : 60

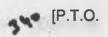
The candidates shall limit their answers precisely within the answer-book (40 pages) issued to them and no supplementary/ continuation sheet will be issued.

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

#### UNIT-I

- Summarize the key provisions of Factories Act, 1948 relating to health and safety of workers.
- 2. Describe the main features of the Employees Provident Funds and Miscellaneous Provisions Act, 1952.

9638/400/777/465



#### UNIT-II

- 3. Discuss the provisions of the Minimum Wages Act, 1948.
- 4. Describe the various kinds of Authorized deductions from wages as permissible under the Payment of Wages Act, 1936.

#### UNIT-III

- 5. Discuss the composition and functions of the authorities for prevention and settlement of industrial disputes.
- 6. Write short notes on the following :

t

- (a) The provisions relating to strike and closure of an establishment.
- (b) The acts and omissions usually considered misconduct in Indian industries.
- (c) The disciplinary procedure in industrial establishments.

#### UNIT-IV

- 7. Discuss the provisions of Maternity Benefit Act, 1961.
- 8. Describe the provisions of the Equal Remuneration Act, 1976.

9638/400/777/465

### UNIT-V

- 9. Describe the cash benefits available under the ESI scheme along with eligibility conditions, rates and duration of benefits. Present an assessment of ESI Act, 1948.
- 10. Define Gratuity and the objectives and scope of Payment of Gratuity Act, 1972. Summarize the provisions of the Payment of Gratuity Act, 1972.