

Total No. of Questions – 10]
(2062)

[Total Pages : 3

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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

- 1. 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.**

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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 :**
 - (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.**

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.
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