

[Total No. of Questions - 20] [Total No. of Printed Pages - 3]
(2064)

14919

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.

Write short notes on the following:

1. Scope of ESI Act.
2. Provisions under Maternity Benefit Act, 1961 relating to restriction of women workers on employment.
3. Retrenchment.
4. Layoff.
5. Labour Court.
6. Disqualification of office bearers of Trade Union.
7. Conditions under which the employer is not liable to pay compensation as per the Workmen Compensation Act, 1923.
8. Provisions of the Minimum Wages Act, 1948 relating to method of wage payment.
9. Provision for fixation of wage period and time of payment of wages under the Payment of Wages Act, 1936.

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10. Hazardous process under the Factories Act, 1948.

SECTION - B (Short Answer Type Questions)

Answer any Four Questions out of Six Questions Given. Each Question Carries 5 marks.

1. Discuss the purposes for which ESI Fund may be spent.
2. Discuss the scope and coverage of Maternity Benefit Act, 1961.
3. Specify the conditions under which a strike or lockout may be declared "illegal".
4. Define the following:
 - (a) Child
 - (b) Adult
 - (c) Adolescent
 - (d) Factory (1+1+1+2=5)
5. Explain the responsibilities of the employer with regard to the mode and manner of wage payments to the workers under the Minimum Wages Act, 1948.
6. Briefly explain the penalties under the Payment of Wages Act, 1936. (4×5=20)

SECTION - C (Essay Type Questions)

Answer any Two Questions out of Four Questions Given. Each Question Carries 10 marks.

1. Describe the cash benefits as well as the eligibility conditions and duration of the benefits under the ESI scheme.

2. Write notes on:
 - (a) Works Committee
 - (b) Conciliation Officer
 - (c) Board of Conciliation
 - (d) Arbitration
 - (e) Court of Inquiry
3. Explain the procedure and conditions for the registration of a Trade Union as per the Trade Union Act, 1926. Discuss the objects on which the General Fund of a Trade Union may be spent.
4. Explain in detail the salient features of Payment of Bonus Act, 1965. (2×10=20)