

**S.D.E.**  
**M.B.A. (E) Sem-IV (2 Year Course) : SUMMER - 2019**  
**SUBJECT : ELECTIVE – I : d) LABOUR LEGISLATION (HRM)**

Day : Monday  
Date : 13/05/2019

Time : 02.00 PM TO 05.00 PM  
Max. Marks : 70

S-2019-5213

**N.B.:**

- 1) Attempt **ANY FOUR** questions from Section – I and **ANY TWO** questions from Section – II.
- 2) Answers to both the sections should be written in **SAME** answer books.
- 3) Figures to the right indicate **FULL** marks.

**SECTION – I**

- Q.1** Highlight historical development of Trade Unions. [10]
- Q.2** Define Occupier and list out duties and responsibilities of an Occupier. [10]
- Q.3** List out obligations and responsibilities of an employer under the Payment of Wages Act, 1936. [10]
- Q.4** Explain the concept of Certifying Officer, under the Industrial Employment (Standing Orders) Act, 1946 and also highlight responsibilities and obligations of Certifying Officer. [10]
- Q.5** Write short note on **ANY TWO**: [10]
- a) Natural Justice
  - b) Functions of a Trade Union
  - c) Closure

**SECTION – II**

- Q.6** Prepare a guideline for occupiers of your various factories in India, on circumstances which can be considered just, for declaration of a legal lockout; also explain the effect of a legal Lockout on the workmen. [15]
- Q.7** State various rules applicable to the manufacturing units under The Payment of Wages Act, 1936. [15]
- Q.8** Explain obligations and responsibilities of an employer under The Industrial Disputes Act, 1947. [15]

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