

**M.B.A. (HR) SEMESTER - III (2012 COURSE)(CHOICE BASED
CREDIT SYSTEM) : SUMMER - 2018**

**SUBJECT: LABOUR LAWS (Human Resource Management)
(For the Student admitted for academic year 2015-16 & onwards)**

Day : **Tuesday**
Date : **29/05/2018**

S-2018-1958

Time: **10.00 AM TO 01.00 PM**
Max. Marks: 100

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 **SEPARATE** answer books.
- 3) Figures to the right indicate **FULL** marks.

SECTION – I

- Q.1** Enlist and enumerate the specific objectives of labour legislations in our country. [15]
- Q.2** What are the 'Welfare' measures undertaken by the occupier, so as to adhere to the provision laid down under the Factories Act, 1948. [15]
- Q.3** Discuss the procedure for registration of trade union under the Trade Union Act, 1956. [15]
- Q.4** Enumerate procedure for certification of Standing Order framed under the Industrial Employment (Standing Order) Act, 1946. [15]
- Q.5** Write short notes on **ANY THREE** of the following: [15]
- a) Principles of Social Justice
 - b) Hazardous process under Factories Act, 1948
 - c) Retrenchment v/s Lay-off
 - d) 'Inspectors' under Maternity Benefit Act, 1961

SECTION – II

- Q.6** As employer of a factory, discuss the various permissible deductions under the Payment of Wages Act, 1936. [20]
- Q.7** Give a detail note on the role of authorities constituted under the Industrial Dispute Act, 1947 in the settlement of industrial dispute. [20]
- Q.8** As an employer of an industry, explain the various provisions as to 'Right to payment of maternity benefit' and also the payment of maternity benefit in certain cases as under the Maternity Benefit Act, 1961. [20]

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