

**M.B.A. (HR) SEMESTER - II (2012 COURSE)(CHOICE BASED  
CREDIT SYSTEM) : SUMMER - 2018  
SUBJECT: LABOUR LAWS**

**Day: Thursday**  
**Date: 03/05/2018**

**Time: 02.00 PM TO 05.00 PM**  
**Max. Marks: 100**

**S-2018-1951**

**N.B:**

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

**SECTION-I**

- Q.1** What do you understand by the term 'Worker', 'Manufacturing Process' and 'Factory' under the Factories Act, 1948? **(15)**
- Q.2** Who is an Inspector under the Payment of Wages Act, 1936? Explain his powers and functions. **(15)**
- Q.3** Define and explain the provisions relating to prohibition of strike and lockout under the Industrial Dispute Act, 1947. **(15)**
- Q.4** Define Trade Union. Mention the main rights and liabilities of registered trade union in accordance with the Trade Unions Act, 1926. **(15)**
- Q.5** Explain the object and important provisions of the Maternity Benefit Act, 1961. **(15)**
- Q.6** Write short notes on **ANY THREE** of the following: **(15)**
- a) Duties and Powers of Inspector Under the Minimum Wages Act, 1948
  - b) Need for Equal Remuneration Act, 1976
  - c) Essential elements of Standing Orders
  - d) Social Justice

**SECTION-II**

- Q.7** In order to ensure good health of workers in factory environment, the occupier is supposed to take some steps in accordance with Factories Act, 1948. Explain such steps. **(20)**
- Q.8** Enumerate the authorized deductions from the wages of an employed person under the Payment of Wages Act, 1936. **(20)**
- Q.9** What are the various authorities created under the Industrial Disputes Act, 1947 which help to settle Industrial Disputes? Discuss in brief the function of each. **(20)**

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