

S.D.E.

M.B.A. SEM-III (2013 COURSE) : SUMMER - 2018

SUBJECT: ELECTIVE-I d) LABOUR LEGISLATION (HRM)

Day : **Thursday**

Time : **10.00 A.M. TO 1.00 P.M.**

Date : **21/06/2018**

S-2018-4396

Max.Marks:70

N.B.

- 1) Attempt **ANY FOUR** questions from **section-I** and attempt **ANY TWO** questions from **section-II**
- 2) Figures to the right indicate **FULL** Marks.
- 3) Both Sections should be written in the **SEPARATE** answer book

SECTION-I

- Q.1** With illustrative examples write an overview of Industrial Jurisprudence. (10)
- Q.2** Define 'Workman' and give at least three examples which may justify the person as a Workman and another three which will not term the person as a Workman under The Factories Act,-1948. (10)
- Q.3** Define wages and also state provisions and examples on authorized deductions from wages. (10)
- Q.4** Give examples of five different instance which may constitute as misconduct (10)
- Q.5** Write short note on **ANY TWO** of the following: (10)
- a) Occupier
 - b) Welfare
 - c) Trade union

SECTION-II

- Q.6** Write a note to your departmental heads on legal provisions for Lay-off or Retrenchment for your unit employing over 300 workmen (15)
- Q.7** You are having a union recognized by management. The union and management have agreed to adopt few changes in the Model Standing Orders presently applicable. Prepare a note for management and union on the legal procedure on Certification of Standing Orders under The Industrial Employment (Standing Orders) Act,-1946. (15)
- Q.8** You are a Conciliation Officer and have received a notice of strike from a union representing a public utility concern employing a 5000 workman. Write a detail note on your proposed actions to be taken for avoiding the strike. (15)

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