

S.D.E.
M.B.A. Sem-III (2013 Course) : WINTER - 2018
SUBJECT: ELECTIVE – I: LABOUR LEGISLATION
(Human Resource Management)

Day: Tuesday
Date: 11/12/2018

W-2018-4565

Time: 10.00 AM TO 1.00 PM
Max. Marks: 70

N.B.:

- 1) Attempt 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 **SAME** answer book.

SECTION –I

- Q.1** Discuss the functions of Trade Union and explain how political affiliation impact trade union movement in India. **(10)**
- Q.2** What are the specific objectives of labour legislation in our country? **(10)**
- Q.3** Who is an ‘Inspector’? Explain his powers with respect to the Factories Act, 1948. **(10)**
- Q.4** Explain the obligation of an employer towards his employees under the Shops and Establishments Act (The Bombay Act), 1948. **(10)**
- Q.5** Write short notes on any **TWO** of the following: **(10)**
- a) Safety provisions under Factories Act, 1948
 - b) Any ‘five deduction from wages’ as under Payment of Wages Act, 1936
 - c) Strike v/s Lock- out
 - d) Acts constituting misconduct

SECTION-II

- Q.6** ‘Certified standing orders constitute statutory conditions of employment’. Comment. **(15)**
- Q.7** Define and analyze the term ‘Wages’ as given in the Payment of Wages Act, 1936. State the rules pertaining to ‘time of payment of wages’. **(15)**
- Q.8** Define the term ‘Industry’ as defined in the Industrial Disputes Act, 1947. What is the test to determine whether a particular unit is an industry or not? Cite relevant case laws. **(15)**

* * * *