

**M.B.A. (HR) SEMESTER - III (2012 COURSE)(CHOICE
BASED CREDIT SYSTEM) : WINTER - 2017
SUBJECT: LABOUR LAWS (HRM)
(For the students admitted for academic year 2015-2016)**

Day : Monday
Date : 11/12/2017

W-2017-1842

Time : 10.30 AM TO 01.00 PM
Max. Marks : 100.

N.B.:

- 1) Answer **ANY FOUR** questions from Section-I. Each question carries 15 marks.
 - 2) Answer **ANY TWO** questions from Section-II. Each question carries 20 marks.
 - 3) Both the sections should be written in **SEPARATE** answer books.
-

SECTION-I

- Q.1** In order to ensure good health of workers in a factory environment, the occupier is supposed to take some steps in accordance with Factories Act, 1948. Explain such steps.
- Q.2** Discuss the following under the Payment of Wages Act, 1936.
- a) Object & purpose of the Act
 - b) Powers of Inspector
 - c) Wages
- Q.3** Define strike. When is a strike illegal under the Industrial Disputes Act, 1947?
- Q.4** Define the following terms as used under the Trade Union Act, 1926.
- a) Trade Disputes
 - b) Trade Union
 - c) Registered Trade Union
- Q.5** What are the benefits available under the Maternity Benefit Act, and how are they paid?
- Q.6** Write short notes on **ANY THREE** of the following:
- a) Fixation of Minimum Wages
 - b) Purpose of Equal Remuneration Act, 1976
 - c) Concepts of Standing Orders
 - d) Natural Justice

SECTION-II

- Q.7** "In a country where workers are still unable to look after their own interest because of widespread illiteracy and the absence of strong Trade Union membership, that part of factory legislation which deals with the welfare of the workers must be of the greatest importance". Examine in the light of this statement the Welfare facilities provided in the Factories Act, 1948.
- Q.8** "The scheme of Payment of Wages Act, 1936 is to ensure payment of wages without any deductions". Explain. When can various, deductions be made under the Act?
- Q.9** Examine the power and jurisdiction of the Labour Court under the Industrial Disputes Act, 1947.

* * *