

**M.B.A. (HR) SEMESTER - II (2012 COURSE)(CHOICE BASED  
CREDIT SYSTEM) : WINTER - 2017  
SUBJECT: LABOUR LAWS**

**Day: Wednesday**  
**Date: 15/11/2017**

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

**W-2017-1835**

**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** As per the Factories Act, 1948:- **(15)**
- a) Discuss the object and scope of the Factories Act.
  - b) Define the term factory. Discuss the essential elements of a factory.
- Q.2** Explain the following under the Payment of Wages Act, 1936. **(15)**
- a) Powers and functions of Inspector.
  - b) Time and mode of payment of wages.
- Q.3** As under the Industrial Disputes Act, 1947:- **(15)**
- a) Discuss the procedure for voluntary reference of disputes to Arbitration.
  - b) Define Award. When does an award become enforceable?
- Q.4** What are the conditions for payment of maternity benefits under the Maternity Benefit Act, 1961? When is the benefit forfeited? **(15)**
- Q.5** Define "Trade Union" and examine the rights and privileges of registered trade union under the Trade Union Act, 1926. **(15)**
- Q.6** Write short notes on **ANY THREE** of the following: **(15)**
- a) Principles of Natural Justice
  - b) Domestic enquiry
  - c) Duties of employer Under the Equal Remuneration Act, 1976
  - d) 'Retrenchment' Under the Industrial Dispute Act, 1947

**SECTION-II**

- Q.7** As per the Industrial Employment (Standing Orders) Act, 1946. Discuss **(20)**
- a) The procedures for certification of standing orders.
  - b) Certifying Officer and his duties.
- Q.8** Define and distinguish 'Strike' and 'lockout'. Explain the provisions of the Industrial Dispute Act, 1947 relating to illegal strike and lockout. **(20)**
- Q.9** Briefly enumerate the provisions of the Factories Act, 1948 ensuring the Health and Welfare of the workers in a factory. **(20)**

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