

S.D.E.

M.B.A. (E) SEM-IV (2 YEAR COURSE) : WINTER - 2017

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

Day : **Tuesday**
Date : **19/12/2017**

Time : **02.00 P.M. TO 05.00 P.M.**
Max. Marks : 70

W-2017-4385

N.B.:

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

SECTION – I

- Q.1** Comment on functions of Trade Unions and also highlight weaknesses of Trade Unions, at present. **[10]**
- Q.2** Define Factory. Give at least three examples, wherein manufacturing process can be construed as a factory. **[10]**
- Q.3** Give at least four examples for following under The Payment of Wages Act, 1936: **[10]**
- a) Which may constitute authorized deduction from wages?
 - b) Which may not constitute authorized deduction from wages?
- Q.4** List out the procedure of Certification of Standing Orders under the Industrial Employment (Standing Orders) Act, 1946. **[10]**
- Q.5** Write short note on **ANY TWO**: **[10]**
- a) Workman
 - b) Working Hours for Theatres
 - c) Lay off

SECTION – II

- Q.6** Your organization intends to open twenty restaurants in your state. Prepare a note to be addressed to each manager incharge for the restaurant on “an obligation of employer” under the Shops and Establishments Act. **[15]**
- Q.7** State examples and or situations which may justify state intervention for an existing industrial dispute. **[15]**
- Q.8** What are the obligations of an employer under The Shops and Establishments Act? **[15]**

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