

MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE)(CBCS - 2022 COURSE)
M.B.A.(H.R.) Sem-III : SUMMER : 2024
SUBJECT: PAPER –II : LABOUR LAWS-I

Day : Tuesday
Date : 28/05/2024

S-26058-2024

Time : 02:00 PM-05:00 PM
Max. Marks : 100

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** What are the specific objectives of labour legislations in our country? Discuss various principles of Industrial Jurisprudence. (15)
- Q.2** Discuss the provisions for 'Hazardous Process' and 'Inspector and his powers' under The Factories Act, 1948. (15)
- Q.3** What is meant by Wages according to The Payment of Wages Act, 1936? Who is responsible for the payment of under the act? What are the obligations of the employer? (15)
- Q.4** Explain 'Payment of Equal Remuneration' and various made under The Equal Remunerations Act, 1976. (15)
- Q.5** Define the term 'Standing Orders'. Explain in details the matters to be provided in Standing Orders, its submission and certification under The Industrial Employment Act, 1946. (15)
- Q.6** Write Short Notes on **ANY TWO** of the following : (15)
- a) Maternity Benefits
 - b) ESI Act, 1948
 - c) Welfare Provisions

SECTION – II

- Q.7** Write a detailed note on The Payment of Gratuity Act, 1972. (20)
- Q.8** Discuss the responsibilities of an employer as per The Employee Provident Fund and Miscellaneous Provisions Act, 1952. (20)
- Q.9** Prepare the detailed note on 'The Workmen Compensation Act, 1923'. (20)
