

**DEPARTMENT OF MANAGEMENT
SCHOOL OF MANAGEMENT & BUSINESS STUDIES
JAMIA HAMDARD**

Even Semester Examination (Online) June 2021

MBA [IV Semester]

Subject Name: **Labour Laws**

MM: 75

Subject Code: **MBA-GE-HR-09**

Time: 03 Hours

Email Id of the Examiner: syednadimulhaque@gmail.com

Email Id of the Assistant Superintendent of Exams: mba4june2021@gmail.com

Email Id of Dean: deanmanagement@jamiahamdard.ac.in

Note:

- Students have to submit the **Scanned hand written solutions** to the Examiner, Assistant Superintendent of Examination and Dean on the email ids as mentioned above.
- Students shall use **ruled white paper & blue ink** to write the solution. Each page must have a **serial number and the signature** of the student.
- An additional $\frac{1}{2}$ an hour will be given to the examinees to scan the answer sheets, convert it into single PDF and upload it on the id's given on the question papers.
- If any two copies are found to be similar then both the copies shall be cancelled. Such students will be considered/ tried for unfair means.
- The attached PDF shall be named as follows –
Full Name-Enrollment Number-Course-Semester-Subject Abbreviation (Example: Rabia Shaheen-2017-334-032-MBA-III-QTM) and students shall also mention the same in subject line of the email & his/her answer copy also.
- Answer All Questions, each carry equal marks.

- Q1 Discuss the rules regarding approval, licensing and registration of factory according to the factories act 1948. Critically evaluate the provisions of the Factories Act 1948.
- Q2 State the objects and scope of the payment of wages Act 1936. Who is responsible for the payment of wages? Explain the deductions which are authorized under the Act.
- Q3 What are the objects and purposes of the contract labour (Regulation and abolition) Act, 1970? List out the amenities provided by the contractor to the contract labour under this act. What are the liabilities of the principal employer if the contractor fails to provide the above amenities?
- Q4 Explain the employer's liability to pay compensation to an employee under the workmen's compensation Act 1923. State the provisions relating to the distribution of compensation/benefits under the Act.

- Q5 (a) Discuss the different kinds of benefits that are provided to the employees by the ESI Act 1948 in the current Industrial setup (7.5 marks)
- (b) Explain the schemes provided under the Employee Provident funds and Miscellaneous Provisional Act 1952 (7.5 marks)

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