

Your Roll No.....

MBA (W) SEMESTER IV EXAMINATION, 2017

Paper-MBA-GE-HR-09

Labour Laws

Time: Three Hours

Maximum Marks: 75

(Write your Roll No. at the top immediately on receipt of this question paper)

Answer any **five** questions. All questions carry equal marks. (5x15=75)

- (1) Summarize the provisions of the Factory Act, 1948, relating to health, safety and welfare and give suggestions for improvement.
- (2) Explain the terms 'Arising out of' and 'In the course of employment' and describe the conditions under which the employer is not liable to pay compensation to injured employees.
- (3) Explain the compositions, power and functions of (1) ESI Corporation, (2) Standing Committee and (3) Medical Benefit council.
- (4) Discuss the salient features of Employees' Provident funds scheme. What benefits does it confer upon the subscribers to the fund?
- (5) What are the objects and purposes of the contract labour (Regulation and Abolition) Act, 1970? Discuss the provisions regarding payment of wages of contract labour.
- (6) Summarize the provisions of the payment of Gratuity Act, 1972 and suggest measures for improvement.
- (7) Discuss the salient features of 'Contract Labour Regulation and Abolition Act 1970.
- (8) Write short notes on **any three** of the following; (3X5=15)
 - (a) Grievances redressal system
 - (b) Principles of natural justice
 - (c) Wage Period
 - (d) Domestic Enquiry
 - (e) Recovery of wages under payment of wages Act 1936