

Your Roll No.....

Department of Management, SMBS, Jamia Hamdard, New Delhi
Even Semester Exam July 23,
MBA- IV Semester
Paper-MBA-GE-HR-09
Labour Laws

Time: Three Hours

Maximum Marks: 75

Note:

- (1) Write your Roll No. at the top immediately on receipt of this question paper
- (2) Answer any **five** questions. All questions carry equal marks. (5×15=75)

- (1) 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.
- (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. Also calculate amount of compensation paid in case of death of an employee.
- (3) Discuss the salient features of Employees' Provident funds scheme. What benefits does it confer upon the subscribers to the fund? Explain the rules for contribution with an example, as per this act.
- (4) Explain the compositions, power and functions of (1) ESI Corporation, (2) Standing Committee and (3) Medical Benefit council. Discuss the rules, relating to the payment of contributions under E.S.I scheme. What are the various kinds of benefits, provided to the employees, under the E.S.I Act, 1948?
- (5) What are the provisions relating to registration of establishments and obtaining of licenses under the contract labour (Regulation and Abolition) Act, 1970? What are the liabilities of the principal employer, if the contractor fails to provide the amenities to the contract labours?
- (6) State the object and scope of the payment of wages act, 1936. What is meant by Wage- Period? Explain the deductions which are authorised under the Payment of Wages Act 1936.
- (7) What are the provisions regarding annual leave with wages, power of Inspectors and employment of women & young persons as per factories act 1948.
- (8) Write short notes on **any three** of the following; (3X5=15)
 - (a) Occupier under the factories Act 1948
 - (b) Domestic enquiry
 - (c) Grievances redressal
 - (d) Principles of Natural Justice
 - (e) Registration of employee under E.S.I Act 1948

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