

Your Roll No.....

MBA- SEMESTER IV EXAMINATION, 2022

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) Discuss the provisions of the Factory Act, 1948, relating to health, safety and welfare and, give suggestions for its 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 schemes of provided under the employee provident funds act 1952 and, also discuss the rules for contribution with an example, as per this act.
- (4) 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) Rules regarding approval, licensing and registration under the factories Act 1948
 - (c) Wages under Payment of Wages Act 1936.
 - (d) Central advisory board
 - (e) Registration of employee under E.S.I Act 1948

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