

Your Roll No.....

Department of Management, SMBS, Jamia Hamdard

MBA- Semester IV Examination, 2019

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** from the following questions. All question carry **equal marks**.

- (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) 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?
- (4) Explain the schemes provided under the employee provident funds act 1952 and, also discuss the rules for contribution with an example, as per this act.
- (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. Explain the deductions which are authorised by or under this act.
- (7) Discuss in detail the procedure for dealing with cases of misconduct.
- (8) Write short notes on **any three** of the following; (3X5=15)
 - (a) Central advisory board
 - (b) Working hours and overtime under Factories act, 1948
 - (c) Registration of employee under E.S.I Act 1948
 - (d) Provision for the welfare and health of a contract labour
 - (e) Powers of Inspectors under Factories act, 1948

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