

MBA- SEMESTER IV EXAMINATION, 2018

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) Define the term: Adult, Adolescent, Manufacturing process, Factory and Workers.
What is meant by Certifying Surgeon? What are their duties?
- (2) State the provisions relating to distribution of compensation under the employee's compensation (Amendment) Act 2009.
- (3) Discuss the salient features of the Employees' State Insurance Act, 1948.
- (4) Discuss the salient features of Employees' Provident funds scheme. What benefits does it confer upon the subscribers to the fund?
- (5) What amenities are to be provided by contractors to other workmen in terms of Contract Labour (Regulation and abolition) Act 1970? What are the liabilities of the principal employer if the contractor fails to provide the above amenities?
- (6) What is meant by Wage- Period? Explain the deductions which are authorised under the Payment of Wages Act 1936.
- (7) What do you mean by 'Grievances'? How it is different from 'Conflict'? Suggest suitable steps to handle grievances successfully.
- (8) Write short notes on **any three** of the following; (3X5=15)
 - (a) Principal Employer
 - (b) Principles of Natural justice
 - (c) Time of Payment
 - (d) Welfare Provisions under Factories Act 1948.
 - (e) Wages under Payment of Wages Act 1936.

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