MP-404

June - Examination 2026

Master of Business Administration (IInd Year) Examination

Indian Labour Legislation

Paper : MP-404

[*Time: **3** Hours*] [*Maximum Marks: **80***]

Note :- The question paper is divided into three Sections A, B and C. Write answers as per the given instructions in each section.

Section-A **8×2=16**

(Very Short Answer Type Questions)

Note :- Answer **all** questions. As per the nature of the question delimit your answer in one word, one sentence or maximum up to **30** words. Each question carries **2** marks.

1. (i) Define the purpose of the Industrial Disputes Act, 1947.
   (ii) Define a factory as per the Factories Act, 1948.
   (iii) What is the Payment of Wages Act?
   (iv) Who is responsible for fixing minimum rates of wages under the Wages Act 1948?
   (v) What is the payment of Bonus Act, 1965?
   (vi) What kind of contingency does the Workmen's Compensation Act, 1923 cover?
   (vii) Define the Maternity Benefits Act, 1961.
   (viii) Define the meaning of Trade Union.

Section-B **4×8=32**

(Short Answer Type Questions)

Note :- Answer **any four** questions. You have to delimit your each answer maximum up to **200** words. Each question carries **8** marks.

2. Differentiate between a Strike and a Lock-Out under the Industrial Disputes Act, 1947.
3. Outline the key provisions related to health and safety of workers under the Factories Act, 1948.
4. Explain what constitutes authorized and unauthorized deductions under the Payment of Wages Act, 1936.
5. What is the significance of the Employees' Provident Fund Act 1952?
6. Discuss the main benefits provided to employees under the Employees' State Insurance Act, 1948.
7. What is the purpose of the Industrial Employment Act, 1946?
8. Explain the Contract Labour Act, 1970.
9. Describe the scope of the Shops and Establishments Act, 1953.

Section-C

2×16=32

(Long Answer Type Questions)

Note :- Answer **any two** questions. You have to delimit your each answer maximum up to **500** words. Each question carries **16** marks.

10. Discuss the concept of minimum wage, fair wage and living wage. Explain the procedure for fixing and revising minimum wages under the Minimum Wages Act, 1948.

11. Write short notes on the following -
    (a) The Employees' State Insurance Act 1948.
    (b) The Industrial Employment Act 1946.

12. Explain the Trade Union Act, 1926.

13. Elaborate the Shops and Establishments Act, 1953.
