

MP-404

December - Examination 2025

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.

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) Objectives of Industrial Disputes Act, 1947.
- (ii) Definition of Factory.
- (iii) Scope of Employees' State Insurance Act.
- (iv) Definition of Dependent under the Workmen's Compensation Act.
- (v) Definition of Employee.
- (vi) Objective of Wages Act, 1948.
- (vii) Meaning of Bonus.
- (viii) Definition of Adult Under Factories Act.

Section-B

4×8=32

(Short Answer Type Questions)

Note :- Answer **any four** questions. Each answer should not exceed **200** words. Each question carries **8** marks.

2. Explain the responsibility of the employer for the payment of wages under the Payment of Wages Act.
3. What are the circumstances under which an employer is liable to pay the compensation?
4. Describe briefly the provisions made in Factories Act for welfare of the workers.
5. Explain the various authorities under Industrial Disputes Act to settle the disputes.
6. Discuss the provisions of Trade Union Act, 1926 relating to cancellation of Trade Unions.
7. Write a short note on the salient features of Employee's Compensation Act, 1923.
8. Describe the various deductions which may be lawfully made by an employer under the Payment of Wages Act, 1936.
9. Write a note on the benefits given under the Maternity Benefit Act.

(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. Analyze the provisions related to lay-off under the Industrial Disputes Act. What are the employer's obligations towards workman laid off and what are the exceptions to these obligations?
11. Discuss the challenges and criticisms forced in the affective implement action of Contract Labour Act 1970.
12. What are the mandatory requirements for an employer regarding registration of a shop as establishment under the Act? What are the consequences of non-registration?
13. Briefly describe the three main schemes framed under the Employee Provident Fund Act. How do they differ in their objectives?
