

523

MP-404(New)

June – Examination 2020

**Master of Business Administration
(II Year) Examination**

Indian Labour Legislations

Paper : MP-404(New)

Time : 3 Hours]

[Maximum Marks : 80

Note :- The question paper is divided into three Sections A, B and C. Write answers as per 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. Explain the following terms :

- (i) Strikes
- (ii) Retrenchment of Workforce

- (iii) Compensatory Holiday
- (iv) Recovery of Wages
- (v) Overtime
- (vi) Dependant
- (vii) Maternity Benefit
- (viii) Appellate Authority

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 provisions for hazardous work under The Factories Act, 1948.
- 3 Explain the provisions regarding time of payment of wages under The Payment of Wages Act, 1936.
4. Explain the procedure for fixing and revising minimum wages under The Minimum Wages Act, 1948.
5. What is allocable surplus ? How does it differ from available surplus ?
- 6 Explain the employer's liability for compensation under The Workmen's Compensation Act, 1923.
7. Discuss the object and scope of the Employees' State Insurance Act, 1948.

8. Explain the provisions related to maternity leave under The Maternity Benefits Act, 1961.
9. What provisions have been made under the Contract Labour (Regulation and Abolition) Act, 1970, regarding payment of wages to Contract Labour ?

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. Explain the main features of The Industrial Disputes Act, 1947.
11. Explain the penalties which can be imposed under The Indian Factories Act, 1948.
12. Enumerate the categories of employees who are not covered under The Payment of Bonus Act, 1965.
13. Describe the applicability and not-applicability of The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 to establishments and the employees.