

MP-404 (New)

June - Examination 2016

Master of Business Administration - II Year Examination**Indian Labour Legislations****Paper - MP-404 (New)****Time : 3 Hours]****[Max. 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 Questions)

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

- 1) (i) Industrial Disputes Act,?
- (ii) Workman
- (iii) Lockout
- (iv) Contract labour
- (v) Wages
- (vi) Retrenchment
- (vii) Factory
- (viii) The Factory Act,?

Section - B**4 × 8 = 32**

(Short Answer Questions)

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

- 2) Differentiate between Lay off, Retrenchment and Closure.
- 3) Explain the rights and duties of Trade union.
- 4) Explain the provisions of health and welfare provisions of the Factories Act, 1948.
- 5) Explain the salient features of the Minimum Wages Act, 1948.
- 6) Discuss the object and scope of the Bonus Act, 1965.
- 7) Discuss the object and advantages of the Employee State Insurance Act, 1948.
- 8) Discuss the object and advantages of the Maternity Benefits Act, 1961.
- 9) Discuss the liabilities of the Principal Employer if the contractor fails to provide them the amenities as per the Contract Labour Act.

Section - C**2 × 16 = 32**

(Long Answer Questions)

Note: Answer **any two** questions. Each answer should not exceed 500 words. Each question carries 16 marks.

- 10) Explain the procedure, powers and duties of the authorities available under Industrial Disputes Act, 1947.

- 11) Explain the various benefits provided under the E.S.I. Act, 1948 to the workers.
 - 12) Explain how the deduction from wages for damages or loss occurred to the Employer by the neglect or default of the employed person may be made and to what extent under the Payment of Wages Act, 1936.
 - 13) Explain the schemes provided under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.
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