

2017

MBA

Paper : 4.4 a

LABOUR LEGISLATION

Full Marks: 70

Time: 3 hours

The figures in the margin indicate full marks for the questions

SECTION A

Answer any five:

2x5=10

1. Define Disablement.
2. Who is a Workman as per the Contract Labour (R&A) Act?
3. An American company based in India has an available surplus of Rs. 10,000. Calculate the bonus amount. And what is the time limit for the payment of Bonus? 1+1
4. Write a short note on State Festival Holidays Act.
5. What is the objective of ESI Act?
6. What is called the Militant Functions of a Trade Union?

Or

State the relation between better education and good Industrial Relations.

7. What is Interest disputes and Rights disputes? 1+1

Or

What is Open door policy?

SECTION B

Answer any five:

4x5=20

1. How is Labour Legislations categorized in India? Explain with Acts.
2. Write an introduction on Shops & Establishment Act, 1954.
3. How is Disablement classified?
4. Elaborate the rights of employees as per Payment of Wage Act.

Or

Explain the norms for fixing minimum wage in India.

5. Discuss the methods to calculate Bonus.
6. State the Payment of Gratuity Act and its applicability. 2+2
7. Give a brief discussion on Women labour and the Law in India.

Or

Discuss the Laws related to child labour in India.

SECTION C

Answer any four:

8x4=32

1. Elaborate the Labour Policy of India and its highlights. 2+6
2. Discuss the benefits of EPF to an employee.
3. Describe the various types of Trade Union.
4. State the objectives of Industrial Relations.
5. Discuss the process of Collective Bargaining.
6. Discuss the obligations of Employers as per ESI Act.
7. State the Employer's checklist for Minimum Wages as per Minimum Wages Act, 1948.

SECTION D

CASE STUDY

(Compulsory Question carrying 8 marks)

"A" was ordered to go on a cycle on his master's business. While riding the cycle his cycle collided with a car and broke his leg. Later on he was hospitalized.

Analyse the case and answer the following with reasons: 2x4=8

1. Is the employee's act a deliberative act?
2. Is the employer liable to pay compensation?
3. Is it a partial or total disablement?
4. Which concept is applicable to this case?

_____ x _____