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SEAT No. :

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M.B.A.

305(HR) : LABOUR AND SOCIAL SECURITY LAWS

(2016 Pattern) (Semester - III)

Time : 2½ Hours]

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*

[Max. Marks :50

Q1) a) What do you mean by labour legislations? Classify the labour legislations on the basis of specific objectives the legislations seek to achieve.

OR

b) Discuss the changing trends in the Scenario of labour laws.

Q2) a) Define the following terms as per 'The factories Act, 1948'.

- i) Manufacturing Process
- ii) Factory.

OR

b) Social welfare legislations has been strongly addressed in the factories Act, 1948. Comment with special reference to welfare provisions.

Q3) a) In a factory, seven employees acting in concert remain absent without any reasonable cause and without giving due notice. Therefore, their employer deducted their wages for eight days. Those employees take objections to the deductions made. Is their objection valid? Substantiate if with the appropriate provisions under the Payment of Wages Act, 1936.

OR

b) Write short notes

- i) Fixing and revision of minimum wage.
- ii) Set on and set off under Payment of Bonus Act, 1965

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Q4) a) Explain the scope and objectives with forfeiture of gratuity under the Payment of Gratuity Act, 1972.

OR

b) Explain in detail the main features of the workmen's compensation Act, 1923 along with the concept of "Arising out of and in the course of employment" accidents under sec-3.

Q5) a) Who is "Exempted employee" under Employee's Provident Funds and Miscellaneous Provisions Act, 1952. Explain the Contribution share under section 6.

OR

b) Discuss in brief Family Pension Scheme under Provident Funds and Miscellaneous Provisions Act, 1952.

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