



InSem Examination-IISummer2024		
Exam Seat No.:		
Academic Year: 2023-2024	Semester: IV	
Name of Programme: SYMBA	Pattern: 2022	
Name of Course: Labour Law-II	Course Code: MBA224304	
Max. Marks:30	Duration: 1hr.	

	<p>Instructions: Candidates should read carefully the instructions printed on the Question Paper and on the cover page of the Answer Book, which is provided for their use.</p> <ol style="list-style-type: none">1. This question paper contains <u>1</u> page(s).2. Answer to each new question is to be started on a new page.3. Assume suitable data wherever required, but justify it.4. Draw the neat labelled diagrams, wherever necessary.5. The last columns indicates the Course Outcome and level of Blooms Taxonomy of the Question/sub-question.6. Solve (a) or (b) and (c) or (d) from Q. No. 1 and 2	
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Question No. 1 Attempt following Question

- a) Describe the process of set-on and set-off of allocable surplus under the Payment of Bonus Act (5) CO1

OR

- b) Define payment of minimum and maximum bonus, penalty special provision (5) CO1

- c) Discuss the potential long-term effects of a well-managed bonus program on employee retention, motivation, and overall organizational performance (10) CO1

OR

- d) Evaluate the effectiveness of penalty provisions in encouraging compliance with production/productivity (10) CO1

Question No. 2 Attempt following Question

- a) Define the term personal injury, factory and manufacturing process, as per the provisions of the ESI Act (5) CO2

OR

- b) Explain dependent employer, partial and total disablement, workmen, injury (5) CO2

- c) Illustrate amount of compensation, contracting and commissioner (10) CO2

OR

- d) Explain the structure and functions of the Employees' State Insurance (ESI) Corporation, including the roles of the Standing Committee and Medical Benefit Council. (10) CO2

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