



K. K. Wagh Institute of Engineering Education & Research, Nashik
(An Autonomous Institute From A.Y. 2022-23)

In Sem Examination-II Summer- 2025	
Exam Seat No.:	
Academic Year: 2024-2025	Semester: IV
Class: PG-II	Program: MBA
Branch Code: 10	Pattern: 2022
Name of Course: Labour Law-II	Course Code: MBA224304
Max. Marks: 30	Duration: 1:15 Hrs.

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.

1. This question paper contains 1 page.
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. Question 1 and Q.3 are compulsory. Attempt a or b from Q.2 and Q.4

Marks CO

Question No. 1

- 1 a) Explain the objectives and applicability of the Employees State Insurance (ESI) scheme under the Employees State Insurance Act, 1948. (3) CO1
- 1 b) Explain the computation of gross profit and available surplus under the Payment of Bonus Act, 1965 with an illustrative example. (4) CO1

Question No. 2

- 2 a) Discuss the potential long-term effects of a well-managed bonus program on employee retention, motivation, and overall organizational performance. (8) CO1,CO2

OR

- 2 b) Evaluate the effectiveness of penalty provisions in encouraging compliance with production/productivity. (8) CO1,CO2

Question No. 3

- 3 a) Define personal injury, factory, manufacturing process, partial and permanent disablement. (3) CO2
- 3 b) Explain the structure and functions of the Employees' State Insurance (ESI) Corporation, including the roles of the Standing Committee and Medical Benefit Council. (4) CO2

Question No. 4

- 4 a) Define the term personal injury, factory and manufacturing process, as per the provisions of the ESI Act. (8) CO2

OR

- 4 b) Explain dependent employer, partial and total disablement, workmen, injury. (8) CO2

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