



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

InSem Examination-I Winter2025	
Exam Seat No.:	
Academic Year:2025-2026	Semester:III
Class:PG-II	Program:MBA
Branch Code:10	Pattern:2024
Name of Course:Labour Law	Course Code:2410611C
Max. Marks:30	Duration:1hr15min

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(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. 1st & 3rd question compulsory solve a or b from question no 2nd & 4th

Marks CO

Question No. 1

- 1 a) Explain State & Article 16 in Constitution of India ? (3) 1
- 1 b) Use Article 14 to explain how HR can prevent workplace discrimination ? (4) 1

Question No. 2

- 2 a) Apply the concept of "Equality before Law" (Article 14) to a workplace discrimination scenario.? (8) 1
- How should HR respond?

Imagine a situation where:

A qualified female employee is repeatedly denied promotion while her male counterparts with similar or lesser experience are promoted.

She receives unequal pay for equal work.

Her complaints are dismissed without proper inquiry

OR

- 2 b) Relate the scope of labour law to HR duties in public sector recruitment ? (8) 1

Question No. 3

- 3 a) Distinguish between hazardous and non-hazardous occupations in the context of child labour? (3) 2
- 3 b) Compare the roles of HR and Inspecting Staff in maintaining legal compliance under Chapter II? (4) 2

Question No. 4

4 a) Organize a training session for HR teams on child labour laws and compliance procedures? (8) 2

OR

4 b) Analyze Section 41 of the Factories Act, 1948, and explain how its provisions help HR managers identify and mitigate risks associated with hazardous processes in industrial settings ? (8) 2

..... End of question paper.....