



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

WINTER-2025	
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:60	Duration:2.30 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 2 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. Question 1 & 2 are Compulsory and Solve a or b and c or d for question 3,4 and 5.

Marks CO

Question No. 1

- 1a) Apply the objectives and significance of Labour Law to show how Articles 23 and 24 prevent exploitation of labour in workplaces? (6) 1

Question No. 2

- 2a) Analyze how Chapters III, IV, and V of the Factories Act collectively contribute to worker welfare in industrial establishments? (6) 2

Question No. 3

- 3a) Evaluate whether frequent revision of minimum wages under Sections 3–6 is sufficient to protect workers from inflation? (8) 3

OR

- 3b) Apply the provisions of the Minimum Wages Act, 1948 to explain how minimum wages should be fixed and revised for these workers. What are the consequences if the employer fails to comply? (8) 3

Scenario: A small textile factory employs 50 workers in weaving and stitching jobs. The employer has not revised wages for 2 years and some workers complain they are not paid for extra hours worked.

- 3c) A manufacturing factory follows a Productivity Linked Bonus (PLB) scheme based on team productivity. Bonus is payable at 10% of basic wages, adjusted according to individual productivity (8) 3

. The following information is given:

Worker A: Basic Wage ₹20,000; Actual Output 110 units; Standard Output 100 units

Worker B: Basic Wage ₹18,000; Actual Output 90 units; Standard Output 100 units

Worker C: Basic Wage ₹22,000; Actual Output 130 units; Standard Output 100 units Required:

- (a) Calculate the productivity percentage of each worker.

(b) Compute the Productivity Linked Bonus payable to each worker

OR

3d) Evaluate Allocable Surplus bonus & Bonus for Partial Year Work from given below data? (8) 3

a) Allocable Surplus bonus

Allocable Surplus =5,00,000

Total Employee Salary =20,00,000

b) Bonus for Partial Year work

Monthly Salary Rs=7,000

Worked for 8 month

According to Minimum Bonus

Question No. 4

4a) Apply the objectives and applicability provisions of the Employees' State Insurance Act, 1948 to explain how social security benefits are extended to industrial workers? (8) 4

OR

4b) Evaluate the effectiveness of the Employees' Provident Fund Scheme in ensuring long-term financial security for employee? (8) 4

4c) Evaluate the below things using the data given below: (8) 4

Employee PF contribution

Employer PF contribution

Employer EPS contribution

Total PF deposit

An employee's monthly Basic + DA = ₹18,000.

PF is calculated @ 12% employee + 12% employer. Employer's 12% splits into:

3.67% PF 8.33% Pension (EPS)

EPS is capped on ₹15,000 wage ceiling

OR

4d) Evaluate Gratuity Calculation and Leave Encashment Calculation from given below data? (8) 4

a) Gratuity Calculation

Basic Salary= Rs 30,000

DA=Rs33,000 Year of Service=12 years

b) Leave Encashment Calculation

Employee Basic +DA= Rs 25,000

No.of earned leave accumulated =30 days

Question No. 5

5a) Assess the importance of notice requirements under the Maternity Benefit Act and justify their role in benefit administration? (8) 5

OR

5b) Evaluate the effectiveness of the Maternity Benefit Act, 1961 in protecting the health, employment, and income security of women workers? (8) 5

5c) Assess the significance of nursing breaks in ensuring women's health at the workplace? (8) 5

OR

5d) Design an awareness programme for women employees explaining their rights and benefits under the Maternity Benefit Act? (8) 5

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