

MBA 3rd Semester Examination, 2019

LABOUR LAW-I

(Specialization : *Human Resource*)

PAPER — MBA-301 for minor
MBA-305 for major

Full Marks : 100

Time : 3 hours

The figures in the right hand margin indicate marks

Candidates are required to give their answers in their own words as far as practicable

Illustrate the answers wherever necessary.

SECTION—A

Answer any **eight** questions : 2 × 8

1. To whom the minimum Wages Act, 1948 is applicable ?

2. Explain disqualification of bonus under the Payment of Bonus Act.
3. What are the main objectives of Industrial Disputes Act, 1947 ?
4. Examine the main features of the payment of Wages Act, 1936.
5. Write about Strikes and lockouts under the Industrial Disputes Act, 1947.
6. Write in brief about the objectives of Equal Remuneration Act, 1976.
7. How workmen can go on strike in public utility services ?
8. What compensation will a workman get when laid-off ?
9. What do you mean by Industrial Dispute ?
10. What do you mean by Bonus ?

11. What is Allocable Surplus ?
12. Define Lay-off.

SECTION-B

Answer any **eight** questions : 4 × 8

13. What is wage as defined under Minimum Wages Act, 1948 ?
14. When the workman is entitled for overtime wages ? Give statement.
15. Define and explain the learn 'lay-off' and distinguish it from 'retrenchment'.
16. An employer is running an industry where readymade garments are manufactured and 200 workmen are employed. He desires to retrench 30 of its workmen. What steps should be taken the employer to lawfully retrench them, who had put in more than one year of continuous service in the industry ?

17. Who is responsible for payment of wages under the Payment of Wages Act, 1936 ?
18. Explain the provision for 'set-on' and 'set-off' in the Payment of Bonus Act, 1965. Why has such a provision been made in the Act ?
19. List unfair labour practices by workers and employers.
20. What protection does a workman have under the Industrial Disputes Act during the pendency of proceedings ?
21. What are the obligations of the employer in relation to payment of wages and recruitment under the Equal Remuneration Act, 1976 ?
22. Distinguish between strike and lockout.
23. Define Public Utility Service.
24. Explain fixing of minimum roles of wages.

SECTION—C

Answer any **four** questions : 8 × 4

25. What are the duties of employer under Minimum Wages Act, 1948 ?
26. Explain the cases to which the Equal Remuneration Act, 1976 does not apply.
27. What are the different authorities under the Industrial Disputes Act for settlement of industrial disputes ? Critically examine them.
28. What are authorised deductions given in the payment of Wages Act, 1936 ? Why are such provisions made in the Act ?
29. Mention the duties of conciliation officer.
30. Prepare a model standing order.

[*Internal Assessment*—20 Marks]
