

2022

M B A

4th Semester Examination

LABOUR LAW II

(Specialisation : Human Resource Management)

PAPER—HR-401/402

Full Marks : 100

Time : 3 Hours

The figures in the right-hand margin indicate full marks.

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

Illustrate the answers wherever necessary.

Answer all questions.

1. Answer any eight questions. 8x5

(a) Define the Concept of 'continuous service' under the Payment of Gratuity Act, 1972.

(Turn Over)

- (b) Explain the Provisions relating to 'hazardous processes' under the Factories Act, 1948.
- (c) List out the members of ESI corporation as per the Employees State Insurance Act, 1948.
- (d) State the scope and coverage of the Payment of Gratuity Act, 1972 ?
- (e) State the objectives of the Factories Act, 1948.
- (f) Define the term 'Dependent', under the Workmen's Compensation Act, 1932.
- (g) State the procedure of registration of Trade Union.
- (h) Explain the theory of notional extension of employment.
- (i) Define various provision for nomination (section 6) under the Payment of Gratuity Act, 1972.
- (j) Discuss various functions of a trade union.

(k) Define, 'Partial disablement', under the Workmen's Compensation Act, 1932.

(l) Explain the provisions related to Working Hours of Adults as per the factories Act, 1948.

2. Answer any *four* questions. 4×10

(a) State the provisions of the Factories Act, 1948 with regard to welfare of the workers.

(b) What are the different kinds of benefits provided under the Employees State Insurance Act, 1948?

(c) Mention compensation to an employee in Case of Permanent Total Disablement and in Case of Death, under the Workmen's Compensation Act, 1932.

(d) Explain all the Schemes provided under the Employees' Provident Fund and Miscellaneous Provisions Act 1952.

- (e) Critically review on the classification of labour legislations by referring the Provisions of Act.
- (f) Discuss the role of Ilo in protecting the Workers' rights worldwide.

[Internal Assessment - 20 Marks]
