

**2023**

**MBA**

**4th Semester Examination**

**LABOUR LAW-II**

**PAPER : MBA-HR-401/402**

*Full Marks : 80*

*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.*

Answer from **both** the Groups as directed.

**GROUP—A**

Answer *any eight* questions from the following :

5×8=40

1. Explain the term manufacturing process as per Factories Act, 1948. 5

2. Discuss the significant role of ILO in promoting labour rights and social justice in India. 5
3. What are the key challenges faced by employers in complying with the provisions of the Factories Act, 1948? 5
4. Write the provisions related to the working hour of adults as per Factories Act, 1948. 5
5. State the objectives of Employee's State Insurance Act, 1948. 5
6. Discuss the composition of members of the Employee's State Insurance Corporation under the ESI Act, 1948. 5
7. Explain the concept of 'continuous service' under the Payment of Gratuity Act, 1972. 5
8. If an employee has worked for 8 years and 11 months at a company with a monthly salary of ₹ 55,000 and he die due to an accident, what is the total gratuity amount that his legal heirs are eligible to receive under the Gratuity Act? 5

( 3 )

9. (a) An employee aged 55 with a monthly wage of ₹45,000 suffers a total permanent disablement due to an accident at work. Calculate the compensation amount he is eligible to receive under the Workmen's Compensation Act, 1923 [relevant factor (i.e., 135.56)]
- (b) A worker aged 45, meets with an accident and dies while at work (i.e., in the course of employment). At the time, he drew a monthly wage of ₹35,000. As per Schedule IV of the Act the relevant factor applicable to his case would be ₹124.7. Calculate the amount of compensation payable to his dependents. 5
10. Explain the term 'Dependent' as per Workmen's Compensation Act, 1923. 5
11. State the penalties (Section 9) for non-compliance with the Payment of Gratuity Act, 1972. 5
12. What do you mean by nomination (Section 6) as per the Payment of Gratuity Act, 1972? 5

( 4 )  
GROUP—B

Answer *any four* questions from the following :

10×4=40

13. To what extent has the Factories Act, 1948 been effective in protecting the health and safety of workers employed in factories in India? 10
14. Explain the provisions of the Employee's State Insurance Act, 1948 in providing social security and health benefits to workers employed in the organized sector in India. 10
15. What are the key objectives of the Workmen's Compensation Act, 1923? How does this Act provide compensation to workers who suffer from work-related injuries or illnesses? 4+6=10
16. What are the key provisions of the Maternity Benefit Act, 1961 and how do these provisions support the health and well-being of woman employee in India? 5+5=10
17. State the objectives of the Trade Union Act, 1926 and how has this Act influenced the development of Trade Unions in India. 4+6=10
18. Discuss the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 in retirement planning for employees. 10

