

**MBA 3rd Semester Examination, 2024**

**MBA**

*(Industrial and Labour Laws)*

PAPER – MBA-308F

*Full Marks : 100*

*Time : 3 hours*

**Answer all questions**

*The figures in the right hand margin indicate marks*

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

**GROUP – A**

**Answer any eight questions from the following :**

1. What are the objectives of Industrial Disputes Act, 1947 ? What is the meant by Arbitrator as defined in the Industrial Disputes Act, 1947 ?
- $5 \times 8$   
 $4 + 1$

*( Turn Over )*

2. Distinguish between Layoff and Retrenchment.
3. Explain the contribution and function of Courts of Inquiry.
4. Discuss the matters to be provided in Standing Order under the Industrial Employment (Standing Orders) Act, 1946.
5. What is Manufacturing Process as defined in The Factories Act, 1948. Write any two processes that are not manufacturing processes. 4 + 1
6. Discuss various forms of industrial disputes.
7. Discuss' "hazardous process and hazardous substance" as defined in The Factories Act, 1948.

8. Explain the composition and functions of ESI Corporation under The Employees' State Insurance Act, 1948.
9. (a) A worker aged 40 meets with an accident and suffers permanent total disablement. His monthly wage was Rs. 2,800. As per Schedule IV, the relevant factor is Rs. 184.17. Calculate the compensation he is entitled to.
- (b) A 25-year-old employee dies in a work-related accident. His monthly wage was Rs. 5,000. The Schedule IV factor applicable is Rs. 218.47. Determine the amount of compensation payable.
10. What are the conditions for the payment of maternity benefit under the Maternity Benefit Act, 1961.
11. Write the Objective of the Maternity Benefit Act, 1961. What do you mean by Nursing breaks ?

3 + 2

12. (a) What is the meant by continuous service as defined in Gratuity Act, 1972 ?

(b) An employee leaves a company after serving 20 years and 2 months. Their last drawn monthly salary was Rs. 50,000.

What is the total gratuity payable to the employee ?

1 + 4

### GROUP – B

Answer any **four** questions : 10 × 4

13. Write the duties of Works Committee and Industrial Tribunal for the settlement of industrial disputes.

14. Discuss the main provisions [Section 3,4,5,6] that deal for the approval of Standing Orders.

15. State the provision of The Factories Act, 1948 with regard to Employee Welfare.

16. Discuss Sickness Benefit, Funeral Benefit and Disablement Benefit as defined in The Employees' State Insurance Act, 1948.
17. How is compensation determined under the Employees' Compensation Act, 1923 in the case of death and in Case of Permanent Total Disablement.
18. Discuss the provisions relating to contribution to employee in, The Employees' Provident Fund Schemes, 1952, The Employees' Pension Scheme, 1995 and The Employees' Deposit-Linked Insurance Scheme; 1976.

**[ Internal Assessment – 20 Marks]**

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