

2025

MBA 3rd Semester Examination

MBA

Paper : 308 F

[Industrial and Labour Laws]

Full Marks : 100

Time : Three Hours

*The figures in the margin indicate full marks.
Candidates are required to give their answers
in their own words as far as practicable.*

Group - A

Answer any *eight* questions : 5×8=40

1. Enumerate the key points of the difference between a strike and a lockout.
2. State the role of a Certifying Officer under the Standing Orders Act.
3. Mention all the matters that must be covered in the Standing Orders.
4. State the role of the Conciliation Officer.
5. Who is a Competent Person as per Factories Act, 1948? What is the maximum number of working hours per week for an adult worker?

P.T.O.

6. Briefly explain the role of ILO in shaping Indian Labour Legislation.
7. Mention any five provisions related to health and hygiene of workers under the Factories Act, 1948.
8. Narrate the duties and responsibilities of occupiers for ensuring compliance under the Factories Act, 1948.
9. Mention the duties of the Medical Benefit Council as per Employees' State Insurance Act, 1948.
10. State the doctrine of notional extension of employment with suitable judicial cases.
11. Describe the main features of the three schemes of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.
12. What is the main objective of the Payment of Gratuity Act, 1972? State the formula and procedure for computing gratuity as per the Payment of Gratuity Act, 1972. 2+3

Group - B

Answer any *four* questions : 10×4=40

13. Describe the procedure for submission, certification, and appeal of Standing Orders under the Act, 1946. 4+4+2
14. Explain the authorities established under the Industrial Disputes Act, 1947 for the settlement of industrial disputes.
15. Explain the various safety, and welfare provisions provided to workers under the Factories Act, 1948.

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16. Discuss the benefits available to employees under the Employees' State Insurance Act, 1948.
17. Describe in detail the different kinds of disablement recognized under the Employees' Compensation Act, and their effects on compensation.
18. Explain the various types of leave and medical benefits available to women under the Maternity Benefit Act, 1961.

Internal Assessment : 20 marks
