

MBA III Semester Supplementary Examinations May 2024  
**LABOR LAWS AND LEGISLATION**  
 (Master of Business Administration)

Time: 3 hours

Max. Marks: 60

All questions carry equal marks

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**SECTION – A**

(Answer the following: 05 X 10 = 50 Marks)

- |    |   |     |
|----|---|-----|
| 1  | Explain various labour laws in India.   | 10M |
|    | <b>OR</b>   |     |
| 2  | Discuss the relevance of labour legislations in HRM.  | 10M |
| 3  | (a) Briefly highlight the basic provisions of factories Act, 1948.                                    | 5M  |
|    | (b) What is contract labour Act, 1970?  | 5M  |
|    | <b>OR</b>   |     |
| 4  | Discuss the features and significance of industrial employment Act, 1946.                             | 10M |
| 5  | What do you understand with the Minimum wage Act, 1948?   | 10M |
|    | <b>OR</b>   |     |
| 6  | Discuss the provisions of Bonus Act 1965.   | 10M |
| 7  | What are the objectives of Industrial Dispute Act, 1947? Discuss its mechanism in dispute settlement. | 10M |
|    | <b>OR</b>   |     |
| 8  | Discuss the advantages and disadvantages of trade union Act, 1926.                                    | 10M |
| 9  | Discuss the salient features of ESI Act 1948.   | 10M |
|    | <b>OR</b>   |     |
| 10 | Examine the payment gratuity Act, 1972.   | 10M |

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**SECTION – B**

(Compulsory question, 01 X 10 = 10 Marks)

10M

11 **Case Study/Problem:**

Sruthi (fictional name) narrated her story that she started working in a reputed hotel at an early age of 20 years. Her career was moving smoothly for almost five years. She was just 25 years old when she was compelled to leave her work due to motherhood. She was happy to deliver healthy female twins. She didn't have a thought about her career for almost five years, as she was engrossed in taking care of her twins. Her in-laws expected her to sit at home and only take care of her kids and household chores. She said "time flew very fast as she was taking care of the twins and a boy child who was delivered after a gap of two years". When her kids entered school going age, she realized that her husband was not able to support their fees in good school due to his contractual job, she wanted to work again to support the education of her kids. Her career has taken a gap of five years. She telephoned her boss but came to know that he was planning to move to some other hotel and advised her to look for some temporary Jobs which will help her to take care of her kids & the family responsibilities. The only good thing she did during these seven years was to continue her education through distance mode from 'IGNOU' on the advice of her parents. This helped her in being employed with many difficulties at a school reception, which is contractual in nature. She is happy that she is able to work again but said that the present salary that she is being paid with is very low compared to her post-graduation educational status. She tirelessly works on less salary with extra work hours to keep herself in the market. This has also negatively impacted her marital status and she is no more staying with her husband and the inlaws. Presently, she is staying with her old parents who look after her school going twins along with her third child while she is on her work. Her children are studying in a reputed school under admission to Economically Weaker Section Scheme of Government of India under Right to Education Act, 2009. She is worried that this scheme is limited up to middle school and at the same time is hopeful to continue with the present job until she gets some permanent job.

**Question:**

"In the absence of adequate maternity protection and unsupportive environment women are pushed into high degrees of vulnerability" Explain this statement with substantial points and For meaningful implementation of the Maternity benefit law, list out the key concerns.

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Code: 21E00304c

MBA III Semester Regular & Supplementary Examinations November/December 2024

**LABOR LAWS AND LEGISLATION**  
(Master of Business Administration)

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**SECTION - A**

(Answer the following: 05 X 10 = 50 Marks)

- 1 (a) Elucidate the evolution of labour laws in India. 5M  
(b) Explain the legal framework of labour legislation in India. 5M  
OR  
2 (a) 'Labour laws are the backbone and without the involvement of labour law there is no HRM'. 5M  
Comment. 5M  
(b) Discuss the importance of labour laws in India. 5M  
3 (a) Describe the provisions made in Factories Act for welfare of the workers. 5M  
(b) Elucidate the salient features of Contract Labour (Regulation and Abolition) Act, 1970. 5M  
OR  
4 (a) Examine the procedure laid down under the Industrial Employment (Standing Orders) Act, 1946 for certification and modification of standing orders. 5M  
(b) Describe the provisions made in Factories Act for health of the workers. 5M  
5 (a) 'Bonus is a dynamic concept.' Critically evaluate the eligibility of bonus. 5M  
(b) Explain the responsibility of the employer for the payment of wages under Payment of Wages Act. 5M  
OR  
6 (a) Describe the rules regarding minimum rates of wages according to Minimum Wages Act, 1948. 5M  
(b) Explain the scope and objectives of the Payment of Bonus Act, 1965. 5M  
7 (a) Discuss the merits and demerits of politics based trade unions. 5M  
(b) Explain the duties and powers of conciliation officers in settlement of industrial disputes. 5M  
OR  
8 (a) Enumerate the essential conditions for workers participation in management. 5M  
(b) What are the effects of industrial disputes? 5M  
9 (a) Describe the scope of Employees Provident Fund Act, 1952. 5M  
(b) What are the different types of benefits provided by ESI Act? 5M  
OR  
10 (a) Explain right to payment of maternity benefit under the Maternity Benefit Act, 1961. 5M  
(b) List out the rights and obligations of employees and employer under Gratuity Act. 5M

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Code: 21E00304c

**SECTION - B**

(Compulsory question, 01 X 10 = 10 Marks)

10M

11

**Case Study/Problem:**

The workers of a soft drinks company are stressing for a hike in salary, bonus and other incentives. But the entry of MNCs has increased the competition, resulting in the reduction in the company's turnover and profits. The company is also not able to agree the demands of workers due to the existing problems. Besides, they decided to stop some of the labour welfare works.

Discuss the different ways of solving the problems and offer your suggestions by referring to labour legislations.

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