

Total No. of Questions : 5]

SEAT No. :

P2198

[5465]-3010

[Total No. of Pages : 2

M.B.A.

**305(HR) : LABOUR & SOCIAL SECURITY LAWS
(2016 Pattern) (Semester - III)**

Time : 2¼ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*

Q1) a) Elaborate the concept of Labour Laws in detail. Explain ILO and its role.

OR

- b) Explain Indian Constitution with respect to Labour legislation in detail. Also discuss the specific objectives, scope and challenger of Labour Laws.

Q2) a) Define 'Factory' as per section 2(m) and explain the safety provisions under the Factory Act, 1948.

OR

- b) Social Welfare Legislation has been strongly adressed in Factory Act, 1948. Comment with special reference to welfare provisions.

Q3) a) 'The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at a regular interval, and without any unauthorized deductions'. Explain this statement in detail. Also state what are the authorized deductions which may be made from the wages of the employed person?

OR

- b) Elaborate the concept of set-on and set-off under the Payment of Bonus Act. State under what grounds an employee is qualified and disqualified to get Bonus under the Payment of Bonus Act, 1965.

P.T.O.

Q4) a) What are the circumstances in which gratuity becomes payable to an employee under the payment of Gratuity Act, 1972? Also state the conditions under which Gratuity is forfeited.

OR

b) Explain in detail the main features of the Workmen's Compensation Act, 1923 along with the concept of "Arising out of and in the course of employment" accidents under section 3.

Q5) Short Notes (Attempt any 2)

- a) Sickness and funeral benefits under ESI Act, 1948.
- b) Latest Amendmends under Maternity Benefits Act, 1961.
- c) Family Pension Fund scheme under EPF Act, 1952.
- d) Latest Amendmends under EPF and Miscellaneous Provisions Act, 1952.

