

Total No. of Questions : 5]

SEAT No. :

**P1358**

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**[5365]-312**

**M.B.A.**

**305:HR- LABOUR LAWS (Theory)**

**Specialization**

**(2013 Pattern) (Semester-III)**

*Time : 2:30Hours]*

*[Max. Marks : 50*

*Instructions to the candidates*

- 1) *All questions are compulsory.*
- 2) *Each question carry 10 marks.*

**Q1)** Discuss the need of labour laws & how the evolution has taken place in labour legislation.

OR

With the technological development & globalization, what are the challenges before HR managers in the area of labour management?

**Q2)** What is meant by deduction from wages? What are the permissible deductions from wages under the payment of wages Act, 1936?

OR

Explain with reference to payment of bonus Act, 1965.

- a) Concept of min bonus & more bonus.
- b) Allocable surplus & Available surplus.

**Q3)** What are the provisions under factories Act, 1948 regarding health of the employees?

OR

Discuss the provisions of working hours of adult under factories Act, 1948.

***P.T.O.***

**Q4)** Explain the following terms:

- a) Basis wages
- b) Contribution
- c) Exempted employee
- d) Exempted Establishment

OR

Explain in brief about the family pension scheme under the provident fund & misc. Provision Act.

**Q5)** Mr. Akash has nominated his best friend sumit as a nominee under gratuity, inspite of being married & having a son. Is it permissible under gratuity Act? What are the provisions of Act regarding nominations.

OR

What are the various benefits available to an insured person under employee state insurance Act 1948.

