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Total No of Pages: 3

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M. B. A. IV Sem. (Main / Back) Exam., June-July 2016 **Human Resource Management** M-430 Employment Laws (Major-I)

Time: 3 Hours who expressed as a sufficient to come by grander to come

Maximum Marks: 70 Min. Passing Marks: 28

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Instructions to Candidates:

- The question paper is divided in two sections. (i)
- There are sections A & B. Section A contains 6 questions out of (ii) which the candidate is required to attempt any 4 questions. Section B contains short case study / application based question which is compulsory.
- . min je imilita (iii) All questions carry equal marks.

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O. 1 Discuss the impact of international Labour standards and the Indian constitution on phononial alocal date of an area of the profession of the profession of the area of the second and the second [14] Labour legislation in India. Redict was rejeased to their 10 for region and of contract contract of

Q. 2 What are the problems relation to contract labour legislation from an employer's [14] perspective. and lost the condition in the state of the end of the control of the particle of the control of

Q. 3 Give differences between: puse underly light no biship character of Tally Sole to Miship before weed allows

of a sweet so with both a show and

(a) Strikes and lockouts and to see that the second lock of the data of the second lock o [7]

(b) Layoffs and Retrenchment [7] west wheel. Whethat tens expended serve can be self-thin days as a found. Since

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Q.4 Exa	mine the main features of payment of wages act 1936. Highlight the	provisions
rega	te short notes on:	[7+7=14]
As wh	te short notes on:	
(a)	Welfare measures under the factories act 1948.	[7]
; (b)	Constitutional directives in the field of labour laws.	[7]
Q.6 (a)	What are the provisions regarding payment of gratuity to employee	s under the
	payment of Gratuity act, 1972.	[7]
(b)	What are the main features of maternity Benefit act, 1961.	1 [7]

SECTION - B

MALL IT EXCEPTIONS

Q. 7 Read the case below and answer the questions given at the end.

On March 25, 1996 at about 6.45p.m the Duty officer (security) kumar at the work gate informed Rathod, electrical engineer at telephone that Narayan, supervisor of his department has been caught red – handed at the works gate while attempting to steal one small electric motor and certain other spare parts used in the electrical Dept. Rathod was requested to come to the security control Room, where a preliminary enquiry was to be held. During the Preliminary enquiry, it come to light that Narayan, personnel no 5824, foreman come to the works gate at 6.15pm on his Suvega auto cycle bearing registration No. BRX1421. The works guard on duty, Krishna Bahadur asked Narayan to stop and open the tool Box that was hanging on the right side of the rear wheel. When it was opened only one empty Tiffin box was found. Since the driver

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