

Neeelima Sharma

4M1022

Roll No. \_\_\_\_\_

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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

Maximum Marks: 70  
Min. Passing Marks: 28

Instructions to Candidates:

- (i) The question paper is divided in two sections.
- (ii) There are sections A & B. Section A contains 6 questions out of which the candidate is required to attempt any 4 questions.

Section B contains short case study / application based question which is compulsory.

- (iii) All questions carry equal marks.

### SECTION - A

✓ Q. 1 Discuss the impact of international Labour standards and the Indian constitution on Labour legislation in India. [14]

✓ Q. 2 What are the problems relation to contract labour legislation from an employer's perspective. [14]

Q. 3 Give differences between:

(a) Strikes and lockouts [7]

(b) Layoffs and Retrenchment [7]

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Q.4 Examine the main features of payment of wages act 1936. Highlight the provisions regarding deductions from wages under the act. [7+7=14]

Q.5 Write 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 employees under the payment of Gratuity act, 1972. [7]

(b) What are the main features of maternity Benefit act, 1961. [7]

### SECTION - B

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