

Neelima 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]

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 came 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

seat appeared to be thicker and of unusual size, the work guard enquired about the same from Narayan and not being satisfied with the reply, gave it a jerk. It was found that Narayan had constructed one box under the seat where a 0.50 hp motor and 8 (5amps) switches belonging to the company were concealed.

On being asked, Narayan replied that he had attended a breakdown after 5pm in the mill and replaced one 0.50 hp motor. The motor that was recovered was the defective one, but he could not return it as the store issuer had already left for home after his duty which ended at 5pm. He thought he would return the motor next day, as he had done many times in the past. He, however could not explain was he was carrying the 5 amps switches. Nor did he give any satisfactory reason for not keeping the materials in the tool – Box that was visible from outside, rather than where these were kept. On checking up at the security control rooms it was found in the presence of Narayan, that the electric motor recovered was in working condition.

As per the company's Certified Standing order No.23 (iii), theft frond, or dishonesty in connection with company's business on property is misconduct.

Questions:

- (a) Does this case deserve suspension pending enquiry? [7]
- (b) Advise the works manager on the steps for handling the above case. [7]