

MBA III Semester Supplementary Examinations May 2019

**LABOR LAWS & LEGISLATION**

(For students admitted in 2017 only)

Time: 3 hours

Max. Marks: 60

All questions carry equal marks

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**SECTION – A**

(Answer the following: 05 X 10 = 50 Marks)

- 1 Analyze the evolution and growth of labour laws with recent reforms in Indian industry perspective.  
**OR**
- 2 “Labour laws are the backbone and without the involvement of labour law there is no human resource management”. Discuss.
- 3 Examine the procedure laid down under the industrial employment (Standing orders) Act, 1946 for certification and modification of standing orders.  
**OR**
- 4 Outline the provisions of the factories Act, 1948 regarding extra wages for overtime, weekly holidays, annual leave with wages.
- 5 “The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form at regular intervals and without any unauthorized deductions”. Elucidate.  
**OR**
- 6 “Bonus is a dynamic concept”. Critically evaluate the eligibility and disqualification for bonus.
- 7 Discuss the role of Indian trade unions in job security and determination of wages.  
**OR**
- 8 “Workers participation in management is essential to industrial democracy and socialistic pattern of society”. Comment.
- 9 Compare and contrast the Workmen’s Compensation Act, 1923 and the employees, State Insurance Act, 1948.  
**OR**
- 10 Explain right to payment of maternity benefit under the Maternity Benefit Act, 1961.

**SECTION – B**

(Compulsory question, 01 X 10 = 10 Marks)

11 **Case Study:**

Star readymade garment company has 2500 women employees. Women workers are not provided with minimum amenities like toilet, and canteen facilities. Some pregnant women have applied leave for 3 months. The company refuses to provide maternity benefits to the women workers in the factory. The company does not pay adequate wages to the employees. There is neither social security nor provident fund and employee insurance. Equal pay for equal work is not there is the organization and the equality of justice is totally ignored. Lot of exploitation of women is prevailed in the organization in several angles. Working lunch is to be purchased exorbitant prices. The women are demoralized and frustrated with the attitude of management of the company. Quality and production in the company suffered a setback. Women are planning to quit the company.

**Questions:**

- (a) What are the welfare measures to be provided by the company?
- (b) Discuss the labour legislation, which are not followed in the company.
- (c) What quality retention methods should be initiated by the company to retain the quitting employees?

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