Reg. No.															

Question Paper Code	13213

MBA - DEGREE EXAMINATIONS, NOV / DEC 2024

Third Semester

Master of Business Administration

20MBHR309 - LABOUR LAW

Regulations - 2020

Duration: 3 Hours | Max. Marks: 100

PART – A (10 × 2 = 20 Marks)

Answer ALL Questions

		Marks	K – Level	CO
1.	Discuss the primary objective of The Factories Act, 1948.	2	K2	CO1
2.	How does the Maternity Leave and Maternity Benefit Act, 2017 support adoptive mothers?	2	K3	CO1
3.	What is the significance of the Payment of Bonus Act, 1965 for employees?	2	K2	CO2
4.	Who is considered an employed person under the Act?	2	K1	CO2
5.	Differentiate between temporary and permanent disability as per The Workmen's Compensation Act.	2	K2	CO3
6.	How does the ESI Act define "dependents"?	2	K2	CO3
7.	Define 'strike' as per the Industrial Disputes Act, 1947.	2	K1	CO4
8.	Why was the Industrial Employment (Standing Orders) Act, 1946 enacted?	2	K1	CO4
9.	What is the main objective of the Apprentices Act, 1961?	2	K1	CO5
10.	Find out the purpose of the Unorganized Workers' Social Security Act, 2008.	2	K1	CO5

PART - B (5 × 13 = 65 Marks)

Answer ALL Questions

			Marks	K – Level	CO
11.	a)	A factory has been reported for poor ventilation, and workers are frequently falling ill. As a factory inspector, apply the provisions of The Factories Act, 1948, to improve the working conditions. What specific actions and remedies would you suggest based on the act?	13	K3	CO1
		OR			
	b)	A factory has started underground mining operations and employs young adults, as well as female workers. How would you apply The Factories Act, 1948, The Mines Act, 1952, and the Maternity Benefit Act, 2017, to create a comprehensive compliance policy for ensuring safety and welfare in this factory?	13	K3	CO1

12. a) "Suppose you are an HR manager in a manufacturing company. An employee complains about irregular wage payments. How would you apply the provisions of the Payment of Wages Act, 1936 to ensure compliance with wage payment timelines and procedures?" *13 K3 CO2*

OR

b) "In a situation where a female employee is denied a promotion on grounds of gender, explain how you would apply the Equal Remuneration Act, 1976, to support her case and advocate for her rights." *13 K3 CO2*

13. a) Analyze how the Workmen's Compensation Act, 1923, balances the interests of employers and employees in the context of workplace injuries. *13 K4 CO3*

OR

b) Evaluate the role of gratuity as mandated by the Payment of Gratuity Act, 1972, in enhancing employee loyalty and retention, and analyze its impact on organizational commitment. *13 K4 CO3*

14. a) Examine how the Industrial Disputes Act, 1947, addresses the balance between employer's rights and workers' rights in the context of lockouts and strikes. *13 K4 CO4*

OR

b) Analyze the importance of defining employment terms through Standing Orders under the Industrial Employment (Standing Orders) Act, 1946, in maintaining industrial harmony. *13 K4 CO4*

15. a) Using the Apprentices Act, 1961, explain how an organization should structure an apprenticeship program to ensure a balance between theoretical education and practical experience. *13 K4 CO5*

OR

b) In a case where an employer fails to establish an Internal Complaints Committee (ICC) as required by the Sexual Harassment of Women at Workplace Act, 2013, apply the legal provisions to suggest corrective measures and the potential consequences for non-compliance. *13 K4 CO5*

PART - C (1× 15 = 15 Marks)
(Compulsory)

16. a) Assess the challenges and opportunities presented by The Workmen's Compensation Act, 1923, The Employees Provident Fund Act, and The Employees State Insurance Act in relation to the increasing gig economy and informal sector. How can these Acts be amended to better serve non-traditional workers in India? *15 K5 CO3*