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Question Paper Code	12442
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M.B.A - DEGREE EXAMINATIONS, NOV / DEC 2023

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

- | | <i>Marks,
K-Level, CO</i> |
|---|-------------------------------|
| 1. State the objectives of Mines Act 1952. | <i>2,K1,CO1</i> |
| 2. Interpret who is an 'occupier' under the Factories Act, 1948 and what are his general duties? | <i>2,K1,CO1</i> |
| 3. Organize when shall an employee be disqualified from receiving bonus under the Payment of Bonus Act, 1965. | <i>2,K2,CO2</i> |
| 4. Explain equal salary for equal work. | <i>2,K2,CO2</i> |
| 5. Generalize the object of Bonus act. | <i>2,K1,CO3</i> |
| 6. Infer the term "Accident" in Workplace. | <i>2,K1,CO3</i> |
| 7. Define the term 'Child Labor'. | <i>2,K1,CO4</i> |
| 8. Explain Conciliation board. | <i>2,K2,CO4</i> |
| 9. Examine the term "Contract Labor". | <i>2,K2,CO5</i> |
| 10. List any five benefits of the apprentices Act 1961. | <i>2,K2,CO5</i> |

PART - B (5 × 13 = 65 Marks)

Answer ALL Questions

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| 11. a) Explain in detail about the Health and Safety Provisions under the Factories Act, 1948. | <i>13,K2,CO1</i> |
| OR | |
| b) Explain in detail the objectives, importance and importance of Maternity Benefit Act, 1961. | <i>13,K2,CO1</i> |
| 12. a) As a HR Manager of a Textile Unit, explain the responsibilities you possess on the Payment of Wages to the workers under Payment of Wages Act 1936. | <i>13,K3,CO2</i> |
| OR | |
| b) Classify and Explain the Eligibility and Non-eligibility for getting Bonus as per Payment of Bonus act 1965. | <i>13,K3,CO2</i> |

13. a) Classify the circumstances in which the Employer is liable and not liable to pay Compensation under The Workmen's Compensation Act, 1923 *13,K3,CO3*

OR

- b) Explain the different types of benefits provided to employees under ESI act 1948 with suitable examples. *13,K3,CO3*

14. a) Examine the Growth of Trade Unions in the recent past *13,K4,CO4*

OR

- b) Explain the causes for Industrial Disputes and examine its impact on industrial relations. *13,K4,CO4*

15. a) Examine the implications of Social Security available to the Contract Labor, Construction Labor and Differently Abled Labor. *13,K4,CO5*

OR

- b) Elucidate on PoSH Act and the procedure for complaint against Sexual Harassment at the Workplace. *13,K4,CO5*

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

16. a) NISAR components Manufacturing Ltd. is a company that specializes in the production of industrial machinery. John, a machine operator, has been employed by the company for the past five years. One day, while operating a heavy-duty machine, John's hand got caught in the machinery, resulting in severe injuries. He was immediately rushed to the hospital for medical treatment. Following the accident, John filed a claim under the Workmen's Compensation Act seeking compensation for his medical expenses, lost wages, and rehabilitation costs. The Act places the responsibility on the employer to compensate the injured employee, regardless of fault, as long as the injury occurred during the course of employment. *15,K3,CO5*

Questions

1. As a HR manager how you will handle the situation?
2. What are the responsibilities of the management in this situation?