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Question Paper Code	13637
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**MBA - DEGREE EXAMINATIONS, APRIL / MAY 2025**

Third Semester

**Master of Business Administration**

**20MBHR309 - LABOUR LAW**

Regulation - 2020

Duration: 3 Hours

Max. Marks: 100

**PART - A (10 × 2 = 20 Marks)**

Answer ALL Questions

- |                                                                                     | <i>Marks</i> | <i>K-<br/>Level</i> | <i>CO</i> |
|-------------------------------------------------------------------------------------|--------------|---------------------|-----------|
| 1. State the objectives of "The factories Act".                                     | 2            | K1                  | CO1       |
| 2. 18 aged widows making appalams and vadams under electric light. Is it a factory? | 2            | K2                  | CO1       |
| 3. Define wages according to the payment of wages of act.                           | 2            | K1                  | CO2       |
| 4. Define Accounting year according to payment of bonus act.                        | 2            | K1                  | CO2       |
| 5. Recall different types of disablement.                                           | 2            | K1                  | CO3       |
| 6. Describe family according to ESI act.                                            | 2            | K1                  | CO3       |
| 7. Define Trade Union.                                                              | 2            | K1                  | CO4       |
| 8. Categorize the items to be recorded in register according to Child labour act.   | 2            | K2                  | CO4       |
| 9. Explain the term "Self-employed worker".                                         | 2            | K1                  | CO5       |
| 10. Paraphrase the term aggrieved women under Sexual Harassment act.                | 2            | K1                  | CO5       |

**PART - B (5 × 13 = 65 Marks)**

Answer ALL Questions

- |                                                                                                                                                                                                                                                                                                                                                                                                 |    |    |     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|-----|
| 11. a) In a food processing plant, employees like Meera are exposed to poor hygiene conditions, including inadequate sanitation facilities and unsanitary working environments. Explain health provisions under the factories act.                                                                                                                                                              | 13 | K3 | CO1 |
| <b>OR</b>                                                                                                                                                                                                                                                                                                                                                                                       |    |    |     |
| b) Neha, an employee at a large corporation, returned to work after her maternity leave. She found that the company did not provide a designated room or facilities for breastfeeding or expressing milk, which is a requirement under the Maternity Benefit Act. Suggest remedy for Neha and summarize the rules relating to leave policy and nursing breaks under maternity Benefit Act 1961. | 13 | K3 | CO1 |
| 12. a) Priya, working in a retail company, notices that her bonus has been calculated incorrectly, resulting in a lower amount than what she is entitled to. Guide priya on various intricacies of payment of bonus act.                                                                                                                                                                        | 13 | K3 | CO2 |

*K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze; K5 – Evaluate; K6 – Create*

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**OR**

- b) In a tea plantation, workers like Meera are paid partly in kind (e.g., tea leaves or provisions) rather than entirely in cash, Guide Meera on the above issue and also, discuss in detail about the kinds of deductions in wages. 13 K3 CO2

13. a) Mr. Patel retired from LMN Corporation after 30 years of service. However, the company failed to pay his gratuity within the 30-day period as stipulated by the Payment of Gratuity Act. Mr Patel is concerned about the delay. 13 K3 CO3

**OR**

- b) Construct the various provisions under EPF act. 13 K3 CO3

14. a) Explain the provisions under Standing Orders act. 13 K2 CO4

**OR**

- b) Determine the causes of child labour in India and discuss relevant provisions regarding the same. 13 K2 CO4

15. a) Explain in detail unorganized worker's social security act. 13 K2 CO5

**OR**

- b) Elaborately give an overview of Apprentice Act. 13 K2 CO5

**PART - C (1× 15 = 15 Marks)**

16. a) Leather and Shoe industries are important to the Indian Economy. Below is a new excerpt on the riot in the Shoe Factory in Ambur (near Vellore in Tamilnadu), a small town but located far away from the Administration Headquarters. The denial of the factory management to accept the formation of a trade union is said to be initial because of the riot. A strike was announced by the workers and the police interference followed with lathi charge resulted in the death of the Union leader. As the tension mounted up, the angry workers collected into a mob and killed a high-level official of the factory management. The following is a news report on the incident:  
What was the provocation for the mayhem at Sultan shoes factory which led to large-scale destruction and loss of two lives? A combination of political rivalry and irreconcilable differences between the management and the union as also politics of caste and police highhandedness besides the role of vested interests has caused this anarchy in this peaceful Vellore District, TamilNadu.  
According to sources, the management of Sultan, which is a pioneer in shoe manufacturing with an annual turnover of Rs 300 crores, was reluctant to entertain any union activity.  
This caused a lot of heartburn among the workers and employees. The

immediate trigger for the violence was the transfer and suspension of some leaders of the union.

Questions:

1. What is the real problem and who could have stopped it? 8 K5 CO4
2. How much the interference of Politics and Police is important or unhealthy to the Industry and trade unions? 7 K5 CO4