



IV Semester M.B.A. Degree Examination, June 2009
(2007 Scheme)

H - 4 : LABOUR LEGISLATION AND WELFARE

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer any six questions. (6×2=12)
- Define the term 'factory' as defined in Factories Act.
 - What is a 'mine' as per Mines Act ?
 - How is an 'employee' defined under The Minimum Wages Act ?
 - State the object of The Payment of Wages Act.
 - What is an accident ?
 - State the applicability of The Maternity Benefit Act.
 - What is bonus ?
 - Define 'night shift'.
 - When is gratuity paid ?

SECTION – B

- Answer any three questions. (3×8=24)
- Discuss the basis and scope of labour legislation.
 - Who is authorised to fix minimum wages ? Explain the deductions under The Payment of Wages Act.
 - Describe the main features of Employees' Provident Fund Act.
 - What is meant by labour welfare ? What are the responsibilities of management in this respect ?
 - Explain the moral and ethical issues involved in night shift work.

SECTION – C

- Answer any two of the following questions : (2×12=24)
- Examine the influence of the International Labour Organisation on labour legislation and policy in India.
 - Describe the effects of night shift on the quality and quantity of output in a factory. Under what conditions is night shift work regarded unobjectionable ?

P.T.O.



9. Write short note on :

- i) Shops and Establishment Act,
- ii) Equal Remuneration Act, 1976
- iii) Workmen's Compensation Act, 1923
- iv) Provident Fund Act, 1952

SECTION - D

Case study (Compulsory) :

(1×15=15)

10. Read the case carefully and answer the questions :

A well known financial house started an industrial unit using new technology under the name Karthik Electronics Corporation. Their system of management in general was of the old type where everything was centralised on a personal level. However, in case of new company, due to various factors like distance, time, etc., the industry was allowed to develop on autonomous lines and was put in charge of U.K. trained engineer.

Considering the various aspects, the industry was developing well. But due to the lack of adequate attention to labour and industrial relations, a strike developed. It generated tensions and fears among the executives. Many left jobs including labour officer who felt insecure due to vacillation and interference from top management.

Finally the strike was resolved. But some workers were still under chargesheets. Their cases had been conducted by the new labour officer who had joined at the height of strike. One day the factory manager received a call from the Managing Director to dismiss the Labour Officer immediately. He solicited reasons at least to justify his action, but everything went in vain. In fact the Managing Director came personally, went to the Labour Officer directly and gave him the dismissal letters. The Labour Officer was appointed by the Factory Manager and so went to him but the Manager could do nothing now.

Questions :

- 1) Analyse the factors that led to dispute in the Karthik Electronics Corporation.
 - 2) How should the cases of charge-sheeted employees be dealt with ?
 - 3) What course of action will you suggest for the factory manager ?
 - 4) As a Labour Officer what would be your steps after receiving the letter of dismissal from the MD ?
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