



**IV Semester M.B.A. (Day) Examination, June/July 2010**

**(2007-08 Scheme)**

**MANAGEMENT**

**Paper – H.4 : Labour Legislation and Welfare**

Time : 3 Hours

Max. Marks : 75

**SECTION – A**

Answer **any six** of the following. **Each** question carries **2** marks:

**(6×2=12)**

1. a) Define Welfare.
- b) Mention any two objectives of ILO.
- c) What is stress ?
- d) Mention any two laws pertaining to employees working on night shifts.
- e) Define “employee” as defined in Factories Act.
- f) Mention the object of Maternity Benefit Act.
- g) Define “bonus” as defined in Bonus Act.
- h) What is gratuity ?

**SECTION – B**

Answer **any three** questions :

**(3×8=24)**

2. Explain the scope of Labour Legislation in India.
3. Describe the importance of Labour Welfare in Manufacturing Industries.
4. Describe the main features of Employee Gratuity Act.
5. What is Minimum Wages ? Explain the deductions under the Payment of Wages Act.
6. Explain the provisions for physically challenged employees in Indian Organisations.

**P.T.O.**



## SECTION – C

Answer **any two** of the following : (12×2=24)

7. Describe the impact of night shift on the working life and personal life of employees.  
Under what conditions in night shift work regarded unobjectionable.
8. Examine the influence of International Labour Organisation on Labour Legislation and Policy in India.
9. Write a note on :
  - a) Equal Remuneration Act, 1976.
  - b) Factories Act, 1948.
  - c) Bonus Act, 1965.
  - d) Gratuity Act, 1972.

## SECTION – D

10. **Case Study (Compulsory) :** 15

Write a case for XYZ Co. Ltd., a BPO in Bangalore relating to the women Employee problems at night shifts and also suggest the suitable measures to solve these problem as a HR Manager.

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