



PG – 012

IV Semester M.B.A. Degree Examination, June 2011
(2007– 08 Scheme)
MANAGEMENT
Paper – H-4 : Labour Legislation and Welfare

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any six** questions. **(6×2=12)**
- a) State the applicability of payment of Gratuity Act, 1972.
 - b) What is Compensation under Workmen's Compensation Act, 1923 ?
 - c) What are the objectives of welfare ?
 - d) What is Labour Legislation ?
 - e) How an Establishment get registered ?
 - f) State the components of wages.
 - g) Define Counselling.
 - h) What is Provident Fund under the Act ?
 - i) Define Factory.

SECTION – B

- Answer **any 3** questions. **(3×8=24)**
2. Explain the different benefits of ESI Act, 1948.
 3. Explain the provision of Minimum Wages Act, 1948.
 4. Discuss the objectives of Labour Legislation.

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5. Why physically challenged employees need special consideration ? Discuss.
6. Explain the labour legislation pertaining to employees working of night shifts.

SECTION – C

Answer **any two** questions.

(12×2=24)

7. “Impact of ILO on Indian Labour Legislation”. Discuss the merits and demerits with suitable examples.
8. Explain the following :
 - a) Payment of Wages Act, 1936.
 - b) Factories Act, 1948 and
 - c) Equal Remuneration Act, 1976.
9. Describe the impact of night shift working on family and social life and also explain the need of HR intervention in night shifts.

SECTION – D

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

(15×1=15)

Different Ideas of the New Entrant

The Industrial Finishes Company has been in business for fifteen years and the majority of the personnel have been employed there, since its inception. The company conducts research and develops industrial Finishes to customers' specifications. This is a highly technical work. However, the actual production of Finishes is quite straight forward and is handled by a group of eight operators. In addition to the production force, there are six chemists, ten sales personnel, three general office workers and four executives who are stockholders and officers of the corporation.



The officers of the company, the sales manager and the chemists are assisted by three middle-aged women. *These women* handle all the paperwork, the secretarial duties, book-keeping and reception tasks. Two of these women have been with the management since the company's beginning whereas the third has worked there for seven years. They are all considered very efficient and loyal by the management personnel. Although these ladies were not on intimate terms with the men in the office, they had workable formal relations. However, in spite of repeated invitations from the men to have coffee or tea breaks together, the women kept to themselves. They politely turned down such invitations.

A few months earlier, the company hired a girl age 22, to help with the ever-increasing secretarial load. She also was expected to assist in the general clerical tasks. This girl was very attractive and she enjoyed the company of men more than that of women. Hence, she associated with the men during coffee breaks and lunch hours and made no special efforts to become really acceptable to the women. The office efficiency appeared to increase after she was hired and the backlog of work got cleared. Her sociability enhanced the morale of the men.

However, there was a growing unrest among older women. They resented the new girl. Finally, after the traditional jovial Christmas party, where the new girl was clearly the centre of attraction, the older women, as a group, went to see the company president. They stated that it was impossible to work with the new girl; she had upset the office morale and they demanded that she be fired. If not, they would all resign.

The President tried to conciliate them but to no avail. He considered all the three women to be especially competent and valuable employees. In as much as the women had husbands who had good jobs, he knew that they would suffer no real hardship if they quit. He had also received reports from men that the girl was going excellent work.

- 1) Analyse the case with reference to the "Gender Difference and today's Indian Society".
- 2) Give your comments to the above.