



PG – 109

IV Semester M.B.A (Day) Degree Examination, June/July 2013  
(2007-08 Scheme)

MANAGEMENT

H-4 : Labour Legislation and Welfare

Time : 3 Hours

Max. Marks : 75

SECTION – A

Answer any six questions :

(6×2=12)

1. a) What is Labour Welfare ?
- b) What do you mean by minimum wage ?
- c) What is occupational health and safety ?
- d) Define provident fund.
- e) What is stress management ?
- f) What is work ethics ?
- g) Define Bonus.
- h) Define as per 1952 Mines.

SECTION – B

Answer any three questions :

(3×8=24)

2. Give an account of the growth of Labour Legislation in India.
3. What is 'Wage' according to Minimum Wage Act, 1948 ? What are the provisions of Minimum Wage Act, 1948 ?
4. What is stress ? How to manage the stress arising due to night shift work ?
5. Explain the main provisions of Mines Act, 1952.
6. Explain the provisions of Maternity Benefits Act, 1961.

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## SECTION - C

Answer any two questions :

(2×12=24)

7. Define Social Security. How workers in organized and unorganized sectors benefit from various social security facilities ? Explain
8. Discuss the various safety provisions for hazardous processes and other provisions under the Factory Act, 1948.
9. Define Counseling. Does counseling service in the work place help the employer to reduce stress claims ?

## SECTION - D

10. Case study (Compulsory) :

(1×15=15)

**Stress Management**

When Mahesh joined in Indian Bank in 1985, he had one clear goal to prove his potentiality. He did prove that and had been promoted 5 times since his entry into the bank. Compared to others, his progress has been the fastest. Currently his job demands that Mahesh should work 10 hours a day with practically no holiday. At least, 2 days in a week Mahesh is required to travel.

Peers and subordinates at the bank have appreciation for Mahesh. They don't grudge the success achieved by Mahesh, though there are some who wish they too be promoted as well.

The post of General Manager fell vacant. One should work as a GM a couple of years if he were to climb up to the top of the ladder. Mahesh applied for the post along with others in the bank. The Chairman has assured Mahesh that the post would be his.

A sudden development took place, which almost wrecked Mahesh's chances. The bank has the practice of subjecting all its executives to medical checkup, once a year. The medical reports go straight to the chairman who would initiate remedial measures, where necessary. Though Mahesh was only 35, he too, was required to undergo the test.



The chairman of the bank received a copy of Mahesh's medical examination results, along with a note from the doctor. The note explained that Mahesh was seriously overworked and recommended that he be given an immediate 4 weeks' vacation.

The doctor also recommended that Mahesh must take physical exercise, everyday. The note warned that if Mahesh did not care for the advice, he would be in for heart trouble in another 6 months.

After reading the doctor's note the chairman sat back in his chair and started brooding over the situation. Three issues were the uppermost in his mind :

- 1) How would Mahesh take this news ?
- 2) How many others would have similar fitness problems ?
- 3) Since the environment in the bank helps create problem, what could he do to alleviate it ?

The idea of holding a stress management program is flashed in his mind and suddenly, he instructed his secretary to set up a meeting with the doctor and some key members at the earliest.

**Questions:**

- 1) If the news is broken to Mahesh, how would he react ?
- 2) What would you recommend, if you were to give advice to the chairman on this matter ?