



PG – 788

IV Semester M.B.A. Degree Examination, July/August 2014
(2007-08 Scheme)

Management

H-4 : LABOUR LEGISLATION AND WELFARE

Time : 3 Hours

Max. Marks : 75

SECTION – A

Answer **any six** questions. **Each** carries 2 marks.

(6×2=12)

1. a) Define 'Workers' according to the Factories Act 1948.
- b) What are the different agencies of social security ?
- c) What is minimum wages ?
- d) What do you mean by gratuity ?
- e) Define Labour Legislation.
- f) What is the need for Equal Remuneration ?
- g) Mention the responsibilities of Labour Welfare Officer.
- h) What is counseling ?

SECTION – B

Answer **any three** questions. **Each** carries 8 marks.

(3×8=24)

2. What are the types and causes of stress ? Explain.
3. Examine the various statutory and non-statutory welfare amenities that are provided in Indian Organizations.
4. Write a note on 'Employee's State Insurance Act 1948'.
5. Explain the daily and weekly hours of work in shops and establishment.
6. Discuss the main provisions of the 'Minimum Wages Act 1948'.

P.T.O.



SECTION - C

Answer **any two** questions. **Each** carries 12 marks.

(2×12=24)

7. State and explain the provisions of the Factories Act 1948 regarding health, safety and welfare of the workers.
8. The Payment of Bonus Act 1965 is not applicative to certain employees who are they ? Why ?
9. Explain the legal provisions relating to labour welfare in India.

SECTION - D

(Compulsory)

Case Study :

(1×15=15)

10. A company with good record of quality products, good market share in the automobile industry has been in existence for about 15 years in Pune. It had on its role about 600 employees in plant, and marketing. For about last three years, it is passing through Labour trouble. The two unions in the company have been fighting for recognition and having role bargaining power to itself. This has resulted in the production and quality going down because of the inter union rivalry. Efforts by the management to bring about peace, unity understanding amongst the two unions have not been successful the company is seriously contemplating to shift its operation to an industrial estate 30 kms from Pune. The industrial estate has no proper facilities like transport, availability of food, medical facilities, recreation and shops.

Questions :

- 1) The management invites suggestion from you the facilities, services and benefits, it should provide to the employees who may still have their residences in Pune, but would opt to work at the new location.
 - 2) Would you suggest that the benefits and services proposed at the new location should be common or different for different categories of employees ? Give reasons.
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