



PG – 1007

**IV Semester M.B.A. Degree Examination, June/July 2015  
(2007-2008 Scheme)  
MANAGEMENT**

**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) Mention any two objectives of ILO.
- b) Define wages.
- c) What is Gratuity ?
- d) Who is an 'adolescent' ?
- e) What are extramural benefits ?
- f) State the importance of wages.
- g) Define "employee" as defined in Factories Act.
- h) What is meant by work life balance ?

**SECTION – B**

Answer **any three** of the following. Each question carries 8 marks. (3×8=24)

2. "Passing of the Minimum Wages Act, 1948 is a landmark in the history of Labour Legislation in our country". Comment.
3. Explain the different benefits under ESI Act 1948.
4. State the salient features of Maternity Benefit Act, 1961.
5. "Responsibilities of the Workers Organization have been increased in the Modern Industrialization Era". Comment.
6. Explain the importance of welfare facilities as motivation to employees.

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## SECTION - C

Answer any two of the following.

(12×2=24)

7. Discuss "women in night shift : Indian Scenario". Discuss the impact of night shift working on family and social life.
8. Explain the following :
  - a) Equal Remuneration Act, 1976
  - b) Industrial relations
  - c) Gratuity Act 1972.
9. Discuss the impact of International Labour Organization on the Labour Legislation Policy of India.

## SECTION - D

10. Case study (compulsory) :

(1×15=15)

Mahesh is working in a multinational company employing 2000 workmen. The wages in this company is paid on the 10<sup>th</sup> of each month. The unpaid wages are paid on 13<sup>th</sup> of the month. In the month of January 2011, Mahesh was on leave from 8<sup>th</sup> till the 12<sup>th</sup> of the month. He resumed his duties on 13<sup>th</sup> of the month and went to the cash counter to collect his unpaid wage. The cashier asked for his token number and started searching for his unpaid wage pay packet.

When he was unable to find his wage packet he asked for his identity card. Mahesh told him that his identity card had been lost about which he had already intimated to the Personnel Manager. The cashier told Mahesh that his wages had already been collected by someone else. He showed him the counterfoil containing the signature of the person who had collected wages on behalf of Mahesh. Mahesh told the cashier that he had not given authority to anyone to collect his wages. On seeing the counterfoil, Mahesh told the cashier that it did not contain his signature and that signature forged. He demanded his wages. The cashier expressed his inability to pay him the wages. Therefore, Mahesh met his Union leader and explained him his case and both of them went to the Personnel Manager with the grievance of Mahesh.

**Question :**

- 1) You are the Personnel Manager of this company. Explain how will you handle the grievance of Mahesh ?
  - 2) What short term and long term measures will you adopt in this case to solve Mahesh grievance and ensure that such incidents do not occur in future ?
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