MB-124C

Sl.No. :

Total No. of Pages : 3

Fourth Semester M.B.A. Degree Examination, May - 2025
(SLM Scheme) (Non CBCS)
MANAGEMENT
HUMAN RESOURCE
Labour Legislation Elective - C

Time : 3 Hours **Max. Marks : 80**

SECTION - A

Q1) **Answer any five questions. Each question carries three marks :** **[5 × 3 = 15]**

a) Define factories act 1948.

b) Who are safety officers?

c) Write the aims of welfare measures.

d) What are permissible deductions?

e) Who is an Apprentice?

f) Write the role and significance of industrial policy.

g) What is bonded labour system?

SECTION - B

Answer any four questions. Each question carries five marks : [4 × 5 = 20]

Q2) Highlight the powers of welfare officer.

Q3) State the duties of certifying surgeons.

Q4) Explain the functions of governing body.

Q5) Who is conciliation officer? Identify his/her powers

Q6) State the need for labour legislation in India.

Q7) Explained the causes for genesis of International Labour Organization.

SECTION - C

Answer any three questions. Each question carries ten marks : [3 × 10 = 30]

Q8) Discuss the philosophy and purpose underlying Labour Law in India.

Q9) Discuss the Employee State Insurance Act 1948.

Q10) Discuss the provisions related to autonomous bodies.

Q11) Elucidate the situation which leads to the establishment of League of Nations.

Q12) Explain the scope and objectives of Factories Act.

SECTION - D

Q13) **Case (Compulsory) :** **[1 × 15 = 15]**

A Corporation was running a canteen for the benefit of the employees of their unit through a contractor. About 3000 employees were working in the corporation and 54 persons were working in the canteen in different capacities such as cooks. servers and clenaers etc. As per Factories Act it is mandatory on the corporation to run a canteen. The employees of the canteen claimed regularization of their services. The corporation contended that the canteen workers employed by the contractor and not by the corporation.

Questions :

a) Discuss the solution for the claim of workers for regularization of their service.

b) Discuss the solution as employer (corporation), for workers demand for regularization.

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