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Total Number of Pages: 02

Course: MBA / MBAP
Sub_Code: 18MBA403 /18PTMBA603C

4th / 6th Semester Regular/Back Examination: 2023-24

SUBJECT: INDUSTRIAL LEGISLATIONS

BRANCH(S): BA, BM, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM, MBAP

Time: 3 Hours

Max Marks: 100

Q.Code: P590

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- a) B, working in a scheduled establishment does two works, the minimum wages for the two works are Rs. 160/- and Rs. 200/- respectively. At what rate he will get his wages?
- b) X, an employee of a company was suspended for 6 months due to delay in submitting the production report of his unit. Later he was reinstated in service with full pay. The employer refused to pay bonus to him for the suspended period of six months. Advise what should the employee do?
- c) An employee was dismissed from service due to an act of conduct in an accounting year. Is he eligible to get Bonus during the accounting year?
- d) What is deemed continuous service? How is it different from continuous service?
- e) An employee gets his wage on piece rate basis from his employer. How will his gratuity be calculated?
- f) Can the gratuity be forfeited for theft committed by an employee under the payment of Gratuity Act?
- g) Raju has been employed by Big Bazaar as a part time sweeper to clean the floors twice during the day. The provident Fund Inspector visited the establishment and raised objections for non-inclusion of the name of Raju in the muster Roll and not paying provident fund contributions. Is the Inspector's objections valid?
- h) An employee left the factory after his duty hour but returned after one hour to take his belongings. This time he was injured. Is the employer liable to pay compensation?
- i) A worker while working in a factory died a natural death following a cardiac arrest. The fellow workers refused to work until his family members are summoned and dead body is sent to his native place. Does it amount to strike on their part?
- j) A worker was suspended and disciplinary proceedings were initiated against him. The employer did not pay him subsistence allowance. Discuss the rights of the workman.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 × 8)

- a) What are the rights and obligations of workers under Factories Act, 1948 and amendment thereof?
- b) Who is an occupier? What are the general duties of the occupier?
- c) What are the powers of an Inspector under Factories Act, 1948?
- d) When is an employee eligible to Gratuity? And how much is payable to an employee?
- e) What are the restrictions on employment and work of women in a factory?
- f) Explain the concept of "arising and out of and in course of employment" in the context of Employees Compensation Act
- g) What are the penalties of ESI Act, 1948 for contravention of the provisions of the Act?
- h) Write the scope and objects of EPF and Miscellaneous provisions Act, 1952.
- i) When does an employee forfeit his right to gratuity?
- j) What is industrial dispute? When does an individual dispute become an Industrial Dispute?
- k) What are the conditions precedents to a lock-out of a factory?
- l) What is a public utility service? Are there any statutory prohibitions for strike in such establishments?

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** Discuss six types of benefits to which an insured person and their dependents are entitled. **(16)**
- Q4** Discuss the provisions relating to layoff and retrenchment of workers of a public sector unit where more than 1000 workers are on roll. **(16)**
- Q5** Critically analyse the objectives and scope of the Industrial Legislations in India. How far the objectives have been met in Independent India? **(16)**
- Q6** Discuss the dispute settlement mechanisms as provided in the various labour legislations in India. **(16)**