



DMM-5543

**M.B.A. (F.T.) (Sem. IV) (CBCS), M.B.A. (E) (Sem. IV)
(CBS) & (New Course ATKT) Examination
March / April - 2016
Legal Aspects of Labour Management**

Time : 3 Hours]

[Total Marks : 70/100

Instructions :

(1)

नीचे दशांशवैध निशानीवाणी विगतो उत्तरवडी पर अवश्य क्षभवी. Fillup strictly the details of signs on your answer book.	Seat No. :
Name of the Examination :	<input type="text"/>
<input type="text" value="M.B.A. (F.T.) (Sem. IV) (CBCS), M.B.A. (E) (Sem. IV) (CBS) &....."/>	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="text" value="Legal Aspects of Labour Management"/>	<input type="text"/>
Subject Code No. : <input type="text" value="5"/> <input type="text" value="5"/> <input type="text" value="4"/> <input type="text" value="3"/>	Section No. (1, 2.....) : <input type="text" value="Nil"/>
Student's Signature	

- (2) Ques. No. 1 and 6 are compulsory.
- (3) Attempt Any three questions out of Ques. No. 2, 3, 4 & 5.
- (4) All questions carry equal marks, 14 marks for CBCS/CBS and 20 marks for New Course ATKT.

1 Answer any two :

- (a) Define 'Retirement' and 'Superannuation' in accordance with the provisions of Payment of Gratuity Act, 1972.
- (b) Define 'workman' in accordance with the provisions of Industrial Dispute Act, 1947.
- (c) Define 'Award' and 'Establishment in Public Sector' in accordance with the provisions of Payment of Bonus Act, 1948.
- (d) Define Contract Labour and Contractor under Contract Labour Act,1970.

- 2 (a) Explain Minimum Rate of Wages and Procedure for fixing and revising Minimum Wages in accordance with the provisions of Minimum Wages Act, 1948.
- (b) Write a note on welfare and health of contract labour under Contact Labour Act,1970.

- 3 (a) Explain the provisions related to Responsibility for Payment of Wages, Fixation of Wage Period, Time Payment of Wages and Deductions from wages in accordance with the provisions of Payment of Wages Act, 1936.
- (b) Write a note on Standing Committee in accordance with the provisions of Employees' State Insurance Act, 1948.
- 4 (a) Explain following concepts in accordance with the provisions of Factories Act, 1948.
- (1) Weekly Holidays
 - (2) Compensatory Holidays
 - (3) Daily Hours
 - (4) Spread over
 - (5) Intervals for rest
- (b) Explain Dispute as to the amount of gratuity and recovery of gratuity in accordance with the provisions of Payment of Gratuity Act, 1972.
- 5 (a) Explain the provisions related to purposes for which the fund may be expended in accordance with the provisions of Employees' State Insurance Act, 1948
- (b) Explain Rights and Obligations of Employer in accordance with the provisions of Payment of Gratuity Act, 1972
- 6 Write any **one** :
- (a) Explain labour courts and tribunals under Industrial Dispute Act, 1947.
- (b) Write a detailed note on calculation of amount payable as Bonus in accordance with the provisions of Payment of Bonus Act, 1948.
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