

# M.B.A. (H.R.) 2012 Sem. III

DOODHGANGA – III (CBCS) (2012 COURSE) : WINTER – 2016

SUBJECT : LABOUR LAWS

(Human Resource Management)

(For the student admitted for academic year 2015-16)

Day : Friday  
Date : 23-12-2016

Time : 10:00AM TO 1:00 P.M.  
Max. Marks : 100

N.B.

- 1) Attempt any **FOUR** questions from Section – I and any **TWO** questions from Section – II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answers to both the sections should be written in **SEPARATE** answer book.

## SECTION – I

- Q.1 Discuss in brief the two sources of industrial jurisprudence i.e. the 'Constitution' and 'Legislative Enactments'. (15)
- Q.2 Define the term 'Factory'. State the provisions as to 'Welfare' under the Factories Act, 1948. (15)
- Q.3 Enumerate the deductions which an employer is authorized to make from the wages of worker under the Payment of Wages Act, 1946. (15)
- Q.4 'Social Justice to women workers, is an important object of the Maternity Benefit Act, 1961'. Elucidate. (15)
- Q.5 Write short notes on: (15)
- a) Registration of Trade Union
  - b) 'Working Hours' of women and children under Factories Act, 1948
  - c) Misconduct
  - d) 'Strikes' Vs 'Lockout'

## SECTION - II

- Q.6 Discuss the provisions as to amalgamation and dissolution of Trade Union under the Trade Union Act, 1926. (20)
- Q.7 Draft the model standing orders keeping in mind the provisions enunciated under the Industrial Employment (Standing Orders) Act, 1946. (20)
- Q.8 Outline the role of 'Courts of Inquiry' and 'Tribunal' in the settlement of disputes under the Industrial Dispute Act, 1947. (20)

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