

Total No. of Questions : 5]

SEAT No. :

**P3807**

**[4870] - 3012**

[Total No. of Pages : 2

**M.B.A.**

**BOS : HUMAN RESOURCE MANAGEMENT SPL.**

**Labour Laws**

**( 2013 Pattern) (Semester-III)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

- 1) *All questions are compulsory .*
- 2) *All questions carry equal marks(10 marks.)*

**Q1)** Discuss the need of labour laws & how the evolution has taken place in labour legislation?

OR

With technological development & globalization, what are the challenges before HR managers in area of labour management relations? How can they cope up with this challenges.

**Q2)** What is meant by deduction from wages? What are the Permissible deductions from wages under payment of Wages Act, 1936?

OR

Explain with reference to Payment of Bonus Act, 1965:

- a) Concept of Min & Max Bonus.
- b) Dagdu a worker has caused damage to employers property by throwing stones at the glass windows. Can the damage be recovered from his bonus? In which cases the Bonus of Act allows for forfeiture from bonus.

**Q3)** What are the provisions regarding health under Factories Act, 1948?

OR

Explain the provisions of annual leave with wages under Factories Act, 1948.

**P.T.O.**

**Q4)** Discuss in brief the Family Pension scheme under PF & Misc. Provision Act.

OR

Explain with reference to the Payment of Gratuity Act:

- a) Continuous Service.
- b) Provisions under Gratuity Act regarding nomination.

**Q5)** What are the various benefits available to an insured person under Employee State Insurance Act, 1948.

OR

Mr. Ramu, a workman dies due to an accident caused during work in factory. Is compensation payable to him under Workmen's Compensation Act, 1923. If yes, at what rate?

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