

**2011**

**M B A**

**4th Semester Examination**

**INDUSTRIAL ORGANISATION AND  
LABOUR WELFARE LAWS**

**(Specialisation : Human Resource Management)**

**PAPER—HR 401**

*Full Marks : 100*

*Time : 3 Hours*

*The figures in the right-hand margin indicate full marks.*

*Candidates are required to give their answers in their own words as far as practicable.*

*Illustrate the answers wherever necessary.*

**Write the answers to Questions of each Half in separate books.**

**First Half**

**(Marks : 50)**

**1. Answer any four questions : 5×4**

(a) What do you understand by SEBI ?

(b) State the difference between Limited Company and Private Limited Company.

*(Turn Over)*

- (c) According to the Competition Act, 2002. What is meaning of a consumer ?
- (d) State the basic features of the Informat Technology Act 2002.
- (e) Write a short note on the Foreign Exchange Management Act, 1999.
- (f) Discuss briefly the purpose of enacting differ industrial laws in India.

2. Answer any two questions : 10

- (a) Discuss briefly the process of receiving patent right for a product in India.
- (b) Discuss briefly the provisions for protecting the Environment under the Environment (Protection) Act 1986.
- (c) What are the steps that can be taken against company if it violates the Environmental (Protection) Act 1986.

[ Internal Assessment : 10 marks ]

**Second Half**

(Marks : 50)

3. Answer any *four* questions : 5×4
- (a) Who are entitled to get compensation according to Workmen's Compensation Act 1923 ?
  - (b) State the features of a factory according to the Factories Act 1948.
  - (c) Discuss the provisions of working time according to the Factories Act 1948.
  - (d) What is Employees Provident Fund ? What is rate of contribution of employees to the Employee Provident Fund ?
  - (e) Write short notes on : The State Insurance Act—1948.
  - (f) Illustrate the role of principal employer in the event of failure by the Contractor to provide welfare facilities for his workers as per the Contract Labour Act, 1970.

4. Answer any *two* questions : 10×2
- (a) Explain the scope of Phrase "Arising out of and in the course of employment in the context of Workmen's Compensation Act, 1923. How would you calculate the amount of compensation payable where permanent total disability results from the injury as per the provision of the above act ?

- (b) Discuss the process of abolition of contract of contractual employee.
- (c) Discuss different steps government can take against an organisation if it violates the Child Labour (Prohibition and Regulation) Act, 1986.

[ *Internal Assessment : 10 marks* ]

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