

MBA 3rd Semester Examination, 2022

LABOUR LAW - I

(Human Resource)

PAPER — MBA-HR-301 for Minor/MBA-305 for Major

Full Marks : 100

Time : 3 hours

The figures in the right hand margin indicate marks

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

A. Answer any eight questions : 5 × 8

- 1. What do you mean by "Average Pay" under the Industrial Disputes Act, 1947 ?**
- 2. What do you mean by the term Retrenchment ? Is there any difference between Retrenchment and layoff ? Justify your answer. 3 + 2**
- 3. Write the role and function of conciliation officer (Section 4) under the Industrial Disputes Act, 1947.**

(Turn Over)

4. Write the provision to protection of workman during pendency of proceeding.
5. In which circumstances strike and lockout will be considered illegal ? Write penalties for illegal strike and lockout. 2 + 3
6. Write the matters to be provided in Standing Orders under the Industrial Employment (Standing Order) Act, 1946.
7. Write the objective of Minimum Wages Act, 1948.
8. Write the provision of claims (section 20) under Minimum Wages Act, 1948.
9. Which payment does not include as wages under payment of Wages Act, 1936 ?
10. When can an employee become disqualified to claim bonus ?
11. Write the scope and objectives of Equal Remuneration Act, 1976.

12. Write the provision related to time for payment of wages under the Payment of Wages Act, 1936.

B. Answer any *four* questions : 10 × 4

13. Discuss the various methods for fixation and revision of minimum wages under the Minimum Wages Act, 1948.

14. Write the process of submission of draft standing orders and Registration of standing order under the Industrial Employment (Standing Order) Act, 1946.

15. Write short notes on :

(i) Labour Court (Section 7) and

(ii) Tribunals (Section 7A) under Industrial Disputes Act, 1947. 5 + 5

16. Is the employer liable to pay minimum bonus even in case of loss in the establishment ?

What do you mean by set-off and set-on ? 3 + 7

17. Can the fine be deducted from wages of an employed person ? If so, subject to what conditions.
18. Write the complaints and claim (Section 3) under the Equal Remuneration Act, 1976.

[*Internal Assessment* – 20 Marks]
