

## MBA 3rd Semester Examination, 2023

### MBA

*(Industrial and Labour Laws )*

PAPER – MBA-308(F)(New)

*Full Marks : 80*

*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*

PAPER – MBA-308(F)

GROUP – A

Answer any **eight** questions of the following : 5 × 8

1. What do you mean Industrial Disputes ?  
Briefly discuss the factors that affect industrial disputes. 2 + 3

2. State the main objectives of the Industrial Disputes Act, 1947.
3. What are the different forms of strike ?
4. Write the concepts of Lockout, Lay off, Retrenchment, Picketing, and Gherao.
5. Write the classification of labour legislations in India.
6. Write any five provisions of Employees Welfare as per Factories Act, 1948.
7. State the right to payment of maternity benefits in reference to Maternity Benefit Act, 1961.
8. What do you mean by "Dependent" as per The Workmen's Compensation Act, 1923.
9. Briefly explain the theory of notional extension of employment.

10. Briefly discuss the impact of ILO on the Indian Labour.
11. A worker aged 35 years meets with an accident and dies while at work (i.e. in the course of employment). At the time he drew a monthly wage of Rs. 13000/- . As per Schedule IV of the Act the relevant factor applicable to his case would be Rs. 197.06. Calculate the amount of Compensation payable to his dependent.
12. State the working hours of adults as per Factories Act, 1948.

**GROUP—B**

Answer any **four** questions of the following :

13. Briefly explain the various authorities and duties of authorities the under Industrial Disputes Act 1947.

14. Discuss the legal provisions related to the Health and Safety of the Workers in a factory. 5 + 5
15. Explain the objectives and various benefits of Employees' State Insurance Act, 1948. 2 + 8
16. Discuss the various schemes under 'The Employees Provident Fund & Miscellaneous Provisions Act, 1952'.
17. Explain the various provisions of Standing Order Act, 1946.
18. (a) State the main features and objective of The Gratuity Act, 1972.
- (b) An employee has worked for 8 years and 6 months, in an organization. His last month salary was Rs. 15000. Calculate the gratuity amount. 5 + 5
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