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Total Number of Pages: 01

MBA
MBA403C

4th Semester Back Examination – 2016-17

Employment Legislations

BRANCH: MBA

Time: 3 Hours

M.Mark:70

Q.CODE:Z578

**Answer Question No.1 which is compulsory and any five from the rest.
The figures in the right hand margin indicate marks.**

- Q1 **Explain the following concepts in brief:** (2 x 10)
- (a) Unfair labour practices.
 - (b) Collective bargaining.
 - (c) Strikes.
 - (d) Partial disablement.
 - (e) Lock-outs.
 - (f) Competent person under Factories Act.
 - (g) Hazardous process.
 - (h) Industrial disputes.
 - (i) Go slow.
 - (j) Standing orders.
- Q2 (a) Define and explain the term 'lay-off' and distinguish it from 'retrenchment'. (5)
- (b) An employer is running an industry where readymade garments are manufactured and 200 workmen are employed. He desires to retrench 30 of its workmen. What steps should be taken by the employer to lawfully retrench them, who had put in more than one year of continuous service in the industry? (5)
- Q3 Explain the concept of 'minimum wage' and describe the procedure for fixation and revision of minimum wage under the Minimum Wages Act, 1948. (10)
- Q4 (a) Who is responsible for payment of wages under the Payment of Wages Act, 1936? (5)
- (b) Explain the cases to which the Equal Remuneration Act, 1976 does not apply. (5)
- Q5 (a) When is gratuity payable under the Payment of Gratuity Act, 1972? (5)
- (b) When may gratuity be forfeited? Can the whole of it be forfeited? (5)
- Q6 What are the Rights and Liabilities of a Registered Trade Union? Discuss. (10)
- Q7 Discuss the employer's liability to pay compensation to the workmen under the Workmen's Compensation Act, 1923. (10)
- Q8 Discuss the provision under the Factories Act, 1948 relating to the welfare of workers. (10)