



**SB-4088**

**M.B.A. (F.T.) (Sem.-IV) & (EVE.) (Sem.-VI)  
(Regular/ATKT) Examination**

**March/April – 2011**

**OHR : 403 & OHR : 601 - Legal Aspects Of  
Labour Management  
(Old Course)**

Time : 3 Hours]

[Total Marks : 100

**Instructions :**

(1)

नीचे दृष्टावित निशानीवाणी विगतो उत्तरवडी पर अवश्य लखवी.  
Fillup strictly the details of signs on your answer book.

Name of the Examination :  
M.B.A. (F.T.) (Sem.-4) & (EVE.) (Sem.-6) (Regular/ATKT)

Name of the Subject :  
OHR : 403 & OHR : 601 - Legal Aspects Of Labour Management (Old)

Subject Code No. : 4 0 8 8 Section No. (1, 2,.....): 1&2

Seat No. :

Student's Signature

- (2) Q. 1 and Q. 5 of Section I and Section II is compulsory.  
(3) Figures to the right indicate marks.  
(4) Attempt any 2 questions from 2,3,4 and any 2 from 6,7,8 of Sec. I and Sec. II respectively.  
(5) Cite relevant cases, where needed.

**SECTION - I**

- 1 With reference to Industrial Disputes Act, explain the rights and liabilities of employer and employee during 18  
\* Strike  
\* Retrenchment  
\* Lay-off  
\* Lock out
- 2 Discuss the need for having standing orders in industrial establishment. How are the standing orders made known to a workman employed ? 16

- 3** Explain the major provisions of : (any two) **16**  
(a) The Payment of Gratuity Act.  
(b) The Minimum Wages Act  
(c) The Employees State Insurance Act
- 4** With reference to Employees' Provident Funds and Miscellaneous Provisions Act, 1952, explain : **16**  
(a) Priority of payment of contributions over debts.  
(b) Transfer of accumulations from existing Provident Fund  
(c) Mode of Payment of Contributions

## **SECTION - II**

- 5** "Health, Safety and Welfare" are the three pillars on which **18**  
Factories Act 1948 is based. Explain, its main provisions.
- 6** Discuss the objects of the Workmen Compensation Act-1923. **16**  
Discuss the employer's liability for compensation to a workman for personal injury caused by accident, by citing relevant example.
- 7** Define 'wages' and 'Industrial Establishment' under Payment **16**  
of Wages Act. On whom does the responsibility for payment of wages lie under Payment of Wages Act - 1936 ? State the rules regarding fixation of wage periods.
- 8** With reference to Trade Union Act, explain : **16**  
(a) Objectives  
(b) Duties and liabilities of Trade Union  
(c) Immunities enjoyed by Trade Union in civil liability.