

M.A. DEGREE EXAMINATION, NOVEMBER 2019
I Year II Semester
Labour Laws

Time : 3 Hours

Max.marks :75

Section A ($10 \times 2 = 20$) Marks

Answer any **TEN** questions

1. Employee
2. Employer
3. Trade Unions
4. Dearness Allowance
5. Industrial Disputes
6. Partial Disablement
7. Contract Labour
8. Minimum Wages
9. Lock-out
10. Right to Inspect
11. Workman
12. Extra Wages

Section B ($5 \times 5 = 25$) Marks

Answer any **FIVE** questions

13. Describe the scope and objective of the Trade Unions Act, 1926.
14. Describe the various methods of settlement of Industrial Disputes.
15. What are the objectives of the Payment of Wages Act, 1936?
16. What are the facilities open to the workman to claim compensation in case of accident?
17. Explain the law relating to discharge and misconduct.
18. What are the important provisions of the Maternity Benefit Act?
19. What are the facilities provided to the Contract Labour? Explain.

Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

20. A case of Burnout

When Mahesh joined a private sector bank in 2015, he had one clear goal-to prove his ability. He did prove himself and has been promoted four times since his entry in to the bank. Compared to others, his progress has been the fastest. Currently, his job demands that Mahesh should work for 10 hours a day with practically no holidays. At least two days in a week, Mahesh is required to travel.

Now, the post of General Manager became vacant. Mahesh applied for the post along with few others in the bank. The Chairman assured Mahesh that the post would be his.

The Bank has the practice of subjecting all the executives to medical check up once in a year. The medical reports go straight to the Chairman who would initiate remedials wherever it becomes necessary. Though Mahesh was only 35, he too, was required to undergo the test.

The Chairman of the bank received a copy of Mahesh's physical examination results, along with a note from the doctor. The note explained that Mahesh was seriously overworked, and recommended that he should be given immediate four-week vacation. The doctor also recommended that Mahesh's workload must be reduced and he must take physical exercises every day. The note also warned that if Mahesh did not care of his advice, he would get heart problems in another six months of time.

Task: Assume yourself as the HR Senior Manager. If you are asked by the Chairman to give suggestions on handling the situation, for example conducting a stress management programme, what other ideas would you suggest? Briefly discuss on the same.

PART - B

Answer any **TWO** questions

21. What are the objectives of the Minimum Wages Act, 1948? Explain.
22. What are the health and welfare measures provided under the Factories Act? Explain.
23. Explain the scope and objectives of Workmen Compensation Act.
24. Discuss the various social problems asserting industrial labour.

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Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

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