EMPLOYEE LEGISLATION

HRM
Third Semester
December 2014/January 2015,
M.B.A. Degree Examination.

MBFR 3005

Ac. 1948.
Where the Workers under the factories

2. State the provisions relating to Health and

3. Trade Unions.

4. What are the duties and liabilities of Registered

Benefit Act.

3. Explain about the benefits given in Maternity

Establishment act 1947.

2. Examine the main provisions of the shops and

Illegal under Industrial Disputes Act 1947.

1. Define Strike. When strikes and lock-outs are

Answer any FIVE questions out of the following.

PART A - (5 x 6 = 30 marks)

Maximum: 100 marks

Time: Three hours

(2012 - 13 Batch Ourswards)

Good conduct certificate as a prerequisite for

Good conduct certificates are given to the

Workers were willing to sign but the other refused
to enter the factory for work. A section of the

conduct certificate the workers will not be allowed

insisted that unless employees Sign a Good

MBFR 3005
6. Who are agricultural workers? State the problems faced by agricultural workers.
7. What are the pros and cons legal system?
8. State the features of ESI Act.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions out the following.
10. Explain the origin and growth of Labour legislation in India.
11. Discuss in detail about the conventions of Factories Act 1948.
12. "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form at regular intervals and without any unauthorized deductions". Elucidate.
14. Discuss in detail about contemporary issues in labour laws in India.
15. Discuss the legal framework that aids the quality of work-life among employees.
16. What is industrial dispute and explain about how the legal framework aids in addressing the industrial dispute?

PART C — (1 × 20 = 20 marks)

Compulsory

17. Case Study

The employees of ABC Company started resorting to work to rule, go slow and other covert agitational methods because they (the employees) thought that the management had unilaterally revised the prices of canteen items without consulting the canteen committee. The management view was that since the recognizes union's registration was cancelled due to non-submission return, therefore the management was not obliged to consult the employees. Consequently, the management also felt that the canteen constituted with the nominees of the then recognized union ceased to be are preventative body. He management entered into an MOU with another registered union. The management constituted a canteen committee with the cooperation of the registered, but not recognized union. During the strike there were some disturbances and an accident in which an apprentice died. The management did not agree to pay compensation on the plea that the deceased person was not an employee of the company. This led to further unrest. The management applied to the appropriate government to allow them a lockout on the pretext of threat to company's property and personnel. In the meantime they also