

AU-1617

M.B.A. (Semester—III) Examination
HUMAN RELATIONS & LEGAL FRAMEWORK
Paper—MBA/3302/H

Time : Three Hours]

[Maximum Marks : 70

N.B. :— (1) Solve **ALL** questions.

(2) Figures to the right indicate full marks.

SECTION—A

1. (A) Give objectives and importance of labour laws. Discuss how labour laws help to maintain good industrial relations. 14

OR

- (B) Discuss the Socio economic environment of labour laws in India. 14

SECTION—B

2. (A) What is Trade Union ? Explain aims and objectives of trade union. 7
- (B) With prior notice to management, the trade union of Ashok Steels declared one day strike. During strike period some of the members of union caused damage to the property of the company. In Your view, what disciplinary action should be taken against the members who have caused damage to the company during strike period ? 7

OR

- (C) Giving importance of domestic enquiry, discuss its guidelines. 7
- (D) Amar food products is a small scale industry. Company is facing tough competition in the market so company's turnover is reducing day by day. The finished product inventory is increased. Due to this situation, the owner refused the employment to 10 workers. Is it lay off or retrenchment ? Justify your answer. 7
3. (A) Explain the provisions of ESI Act. 7
- (B) Mrs. Radha Saluja was on maternity leave. Company got new project and it is to be completed within three months. So the company asked Mrs. Radha to join immediately. Mrs. Radha had a delivery before two and half months only. Mrs. Radha refused to join. Is Mrs. Radha's decision correct ? Can company take any action against her ? 7

OR

- (C) Discuss salient features of Workmen's Compensation Act. 7
- (D) Ritesh wants to repay the loan taken from bank. For this he wishes to take loan from his provident fund. Can Ritesh get loan from PF for the above said purpose ? Justify your answer. 7

SECTION—C

4. (A) Explain the rules for the payment of wages as per Payment of Wages Act. 7
- (B) Discuss the characteristics and scope of Payment of Bonus Act. 7

OR

- (C) State briefly the obligations of employer and rights of employees under the Payment of Bonus Act. 7
- (D) State general provisions of Minimum Wage Act. 7

SECTION—D

5. Reyon Chemicals is located near Chandrapur. The Company is having 2000 regular employees and 150 contract workers. The company is running in all the three shifts round the clock. Company is making premium chemicals so making good profit. Company is providing most of the welfare facilities to its regular employees, but not providing any welfare facilities to contract labourers, though they are working in the same environment as regular employees. Contract labourers approached management and requested to provide them the minimum necessary welfare facilities such as canteen, crech facility and safety appliances. Management did not agree to their request.

Questions :—

- (a) Has management taken correct decision ? Give your views considering the provisions of Contract Labour Act. 7
- (b) As HR consultant, how can you help the contract labourers to get the necessary welfare facilities ? 7