

Total No. of Questions : 5]

SEAT No. :

PC-4858

[Total No. of Pages : 2

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F.Y. M.B.A. (Human Resource Management)

GC 05 : LABOUR LAW - I

(2024 Pattern) (Semester - I)

Time : 2 ½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Attempt all the questions.*
- 3) *Use necessary diagrams whenever necessary.*

Q1) Solve any five :

[5 × 2 = 10]

- a) What is the meaning of “young person” under the Factories Act, 1948?
- b) Define the term “factory” under the Factories Act, 1948.
- c) Name any two objectives of the Payment of Wages Act, 1936.
- d) What are two key responsibilities of employers under the Bombay Shops and Establishments Act, 1948?
- e) What is ILO? At present, how many member states are there in ILO.
- f) Mention any two benefits of Standing Orders in the workplace.
- g) List any two categories of workers covered under the Factories Act, 1948.
- h) Highlight two major objectives of the Industrial Employment Standing Orders Act, 1946.

Q2) Solve any two :

[2 × 5 = 10]

- a) Explain the main provisions of the Factories Act, 1948 related to Scope and definition of young person and calendar year.
- b) Discuss the importance of Standing Orders in maintaining workplace discipline.
- c) Elaborate the role of National Labour Commissions.

P.T.O.

Q3) Solve any one :

[1 × 10 = 10]

- a) Explain the procedure for certifying and posting of Standing Orders under the Industrial Employment Standing Orders Act, 1946.
- b) Discuss the provisions regarding health and safety under the Factories Act, 1948.

Q4) Solve any one :

[1 × 10 = 10]

- a) Schematically explain the provisions related to registration of establishments and working hours of Restaurants and theatres under the Bombay Shops and Establishments Act, 1948.
- b) What are permissible and non-permissible deductions under the Payment of Wages Act, 1936?

Q5) Solve any one :

[1 × 10 = 10]

- a) Outline the provisions related to approval, working hours of young workers and registration of factories under the Factories Act, 1948.
- b) India has been one of the Founder members of ILO. Comment on the rapid changing industrial scenario and the role of ILO in today's context.

