

Total No. of Questions : 5]

SEAT No. :

PD-2887

[Total No. of Pages : 2

[6431] - 105

F.Y.MBA. (Human Resource Management)

LLA - 505 MJ : GC-105: Labour Law-I

(2024 Pattern) (Semester - I)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*
- 3) *Use necessary diagrams whenever necessary.*

Q1) Solve any five :

[5 × 2 = 10]

- a) Name two key provisions under the Payment of Wages Act, 1936.
- b) Define “adolescent” as per the Factories Act, 1948.
- c) What are two categories of establishments covered under the Bombay Shops and Establishments Act, 1948?
- d) Highlight the two features of Industrial Employment Standing Order Act, 1946.
- e) What the acronym ILO stands for? List three organs of ILO.
- f) What is the meaning of “prime mover”?
- g) Mention any two authorized deductions under the Payment of Wages Act, 1936.
- h) State the applicability of Bombay Shops and Establishments Act, 1948.

P.T.O.

Q2) Solve any two :

[2 × 5 = 10]

- a) Why are Standing Orders important for employers and workers?
- b) Explain the five health provisions for workers under the Factories Act, 1948.
- c) Discuss the statutory compliances for employer under the Bombay Shops and Establishments Act, 1948.

Q3) Solve any one :

[1 × 10 = 10]

- a) Explain the provisions regarding working hours of adult, annual leave with wages and welfare under the Factories Act, 1948.
- b) Discuss in detail about the various deductions available under Payment of Wages Act, 1936.

Q4) Solve any one :

[1 × 10 = 10]

- a) Discuss the importance of registration of establishments, opening and closing hours, offenses and penalties under the Bombay Shops and Establishments Act, 1948.
- b) How do Labour Laws in India address workplace safety concerns?

Q5) Solve any one :

[1 × 10 = 10]

- a) Elaborate the provision relating to posting of Standing Orders, duration and modification of Standing Order under the Industrial Employment Standing Orders Act, 1946.
- 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.

