

Total No. of Pages: 02

Total No. of Questions: 15

MBA (Sem.-3)

SOCIAL SECURITY AND LABOUR WELFARE

Subject Code: MBA-961 Paper ID: [C1174]

Time: 3 Hrs. Max. Marks: 60

INSTRUCTIONS TO CANDIDATES:

- 1. SECTION-A contains SIX questions carrying FIVE marks each and students has to attempt any FOUR questions.
- SECTIONS-B consists of FOUR Subsections: Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student has to attempt any ONE question from each Subsection.
- 3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying EIGHT marks.

SECTION-A

- Q1 Define Wages. Discuss the scope and importance of Minimum Wages Act, 1948.
- Q2 Pen down the welfare activities of Govt. of India.
- Q3 How compensation is determined in case of lay-off and retrenchment under industrial disputes act, 1947.
- Q4 Give some suggestions to improve welfare work being done by Trade unions.
- Q5 Discuss the concept, aims and objective of social security.
- Q6 What do you mean by labour welfare? Distinguish between welfare work and social work.

SECTION-B

UNIT-I

- Q7 Pen down the evolution of social security.
- Q8 Discuss the law related to social security Payment of Wages Act, 1936.

1 M-70754 (S13)-2799

UNIT-II

- Q9 What are the conditions for the payment of Maternity benefit under Maternity Benefit Act, 1961?
- Q10 Describe the features and implication of Workman's Compensation Act, 1923.

UNIT-III

- Q11 Describe the constitution and powers of the Employees' State Insurance Corporation and its standing committee established under the Employees' State Insurance Act, 1948.
- Q12 Define Gratuity. What are the conditions and implication for the payment of gratuity act, 1972?

UNIT-IV

- O13 Discuss the evolution of labour welfare and the labour laws in India.
- Q14 Pen down the labour welfare work by trade union and voluntary social organizations.

SECTION-C

Q15. Solve the following case study:

"Mr. Dinesh Singh was an employee in a public sector undertaking located in Bangalore. He proved his mettle as a draughtsman and was obviously liked by the boss, peers and subordinates. He served as a draughtsman for 10 long years in the PSU.

After knowing the competency of Mr. Singh, a private firm of Mr. Vittal located in Bangalore wanted to poach him. Attracted by the higher salary, Mr. Singh quit his government-owned organization &Join unit Mr. Vittal. "The trouble started, when Mr. Singh went to Dr. Nagesh, a general physician, who diagnosed a heart ailment and gave a report accordingly. Mr. Vittal refused to compensate Mr. Singh.

Questions:

- a) Who is right in this case?
- b) Under Law, Do the company need to pay to Mr. Singh? If yes then tell the procedure to claim the compensation.

2 M-70754 (S13)-2799