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Examination May-2014

Total no of page-2

MBA

SOCIAL SECURITY AND LABOUR WELFARE

MBA 961

Paper ID-C1174

Time 3Hrs

MM 60

Note: Attempt any four questions from section A. Each question carries 5 marks.

Attempt one question each from sub- units in Section B. Each question carries 08 marks. This section consists of 32 marks.

Attempt the case study from sub-section C. The section consists of 08 marks.

SECTION A

Que 1 What do you understand by social insurance? Discuss and illustrate.

Que2 Discuss the importance of Payment of Bonus Act 1965.

Que 3 Discuss the scope of Gratuity Act 1972.

Que 4 Discuss the role of ILO in social security in India.

Que 5 'Evolution of labour welfare work in India has been rather slow' Do you agree? Discuss.

Que 6 Discuss features of Voluntary social organisations in India.

SECTION B

Unit 1

Que 'Social security in India is only for few' Do you agree? Elaborate and illustrate.

OR

Que Discuss the objectives and benefits of Payment of Wages Act 1936.

Unit 2

Que Discuss important provisions of minimum Wages Act 1948. Do you think Minimum Wages Act is religiously followed in India by the industries? Discuss and illustrate.

OR

Que Discuss important provisions of Workmen Compensation Act 1923.

Unit 3

Que Discuss features and scope of ESI Act 1948.

OR

Que 'A lot needs to be done in Labour welfare' Do you agree? Discuss.

Unit 4

Que Discuss and illustrate the labour welfare work done by voluntary social organisations in India.

OR

Que Discuss various welfare activities being carried out by Government of India.

CASE STUDY

Read the case carefully and answer the questions.

In XYZ Company Ltd, there were 1000 workers working in the factory. Total number of employees in the company were 1400. During work, one of the workers, Sohan, hurt himself while working on the welding machine. He was not wearing the glasses. This was despite the fact that it was written very clearly in three different languages on the wall that every worker need to wear glasses while working on welding machine. During the welding process , flame sparks touched Sohan's right eye and damaged the eye heavily. Sohan was rushed to hospital immediately. The doctors treated him. All the expenses of treatment were borne by the employer. Sohan had to be admitted in hospital for 20 days. But the doctors could not save his eye. Sohan lost his right eye. He was discharged from the hospital and was advised a rest for another 15 days. The workers' union demanded full wages for Sohan for all the 35 days(20 days while Sohan was in hospital and on 15 days of the advised rest). Union also demanded five lakh compensation and reinstatement of Sohan at a position where welding work was not involved. This was despite the fact that Sohan did not have experience and knowledge of any other kind of work.

Que 1 Do you find the demand of workers' union a genuine one? Explain.

Que 2 Do you think management should agree with the union's demand? Explain

Que 3 What action should be taken by management in this case? Explain.

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