

Roll No.

Total No. of Pages : 02

Total No. of Questions : 15

MBA (2012 & Onward) (Sem.-3)

SOCIAL SECURITY & 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.**
- 2. 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 consists of ONE Case Study carrying EIGHT marks.**

SECTION-A

- Q1. Explain the concept of social security.
- Q2. What is meant by minimum wages?
- Q3. Discuss the importance of gratuity.
- Q4. Define the term labour welfare.
- Q5. What do you mean by social insurance?
- Q6. Highlight the role of ILO.

SECTION-B

UNIT-I

- Q7. *“Social security insures a person against economic distress resulting from various contingencies and assures him minimum level of living consistent with the nation’s capacity to pay”*. Explain.
- Q8. What are the various authorized deductions mentioned under the Payment of Wages Act, 1936?

UNIT-II

- Q9. Explain the procedure for fixation and revision of minimum wages.
- Q10. What are the major provisions of Workman's Compensation Act, 1923?

UNIT-III

- Q11. What are the various types of benefits available under ESI Act, 1948?
- Q12. Write the scope and objectives of labour welfare.

UNIT-IV

- Q13. Write a note on the welfare activities of government of India.
- Q14. Discuss the evolution of concept of labour welfare.

SECTION-C

Q15. Case Study :

One of the public sector undertakings of Bangalore advertised for the post of labour welfare officer. Siva Ramakrishnan, working in a private sector company as labour welfare officer, applied for this post. In his anxiety to get this post, he contacted Commissioner of Labour to whom the public sector company obliged. Siva Ramakrishnan was selected and he joined the company. Even though the private sector company offered him a jump of Rs. 10,000/ in his salary, he declined the offer. In the new sector company, some of the employees came to know that Siva Ramakrishnan had used the influence of the Commissioner of Labour. The employees started taunting him. The management had put him in charge of the workers' canteen. Though he was working very hard, the workers started finding fault with his work. Finally, the management had to terminate the services of Siva Ramakrishnan within six months of his joining the company.

Questions :

- (a) Identify the main problem in this case.
- (b) If you were in Siva Ramakrishnan's place, what would you have done?
- (c) If you were in manager's place, what would you have done?