

Roll No.

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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

1. What is the scope of Social Security? Discuss.
2. What are the features of Minimum Wages Act 1948?
3. Discuss the objectives and need of Workmen Compensation Act 1923.
4. Discuss the features of Provident Fund and Miscellaneous Provisions Act 1951.
5. What is the classification of welfare work? Discuss.
6. What do you understand by labour administration? Discuss.

SECTION-B

UNIT-I

7. What do you understand by social assistance and social insurance? Is it adequately provided in India? Discuss.
8. Discuss main provisions of Payment of Wages Act 1936.

UNIT-II

9. Discuss main features of Payment of Bonus Act 1965. What are implications of this Act? Discuss.
10. What are main provisions of Maternity Benefit Act 1961? Elaborate.

UNIT-III

11. Discuss objectives and scope of ESI Act 1948. What are implications of this act?
12. Discuss the need and benefits of Gratuity Act 1972.

UNIT-IV

13. *'Trade unions in India have done great work for the welfare of labour in India'*. Do you agree? Discuss.
14. What are various agencies for administering labour welfare laws in India? Elaborate.

SECTION-C

15. **Case Study :**

Read the case carefully and answer the questions that follow.

3000 employees were working in a company named ABC Ltd. Among these 3000 employees, 40 employees were the designated managers and above.. Rest of the employees was either below the rank of manager or was the labour class. All the employees including the managerial level and above used to get the tea at 11 am and 3 pm at their respective place of work. Managers and above level employees were getting tea in cup and plates but rest of the employees used to get tea in glasses. This was bone of contention for the employees. Many times employees got together and requested the HR manager to provide the tea in cup and plates to every employee and not only to the managers and above level. Employees did not want the tea to be served in glasses. But nothing was done so far by the management in this regard. One fine day, when it was the tea time in the morning and the tea was being served, employees got together and went to HR manager. HR manager was having tea in cup and plate. The employees argued with HR manager that since managers and above were being served tea in cup and plates, all other employees also required the tea in cups and plates. The talk resulted into heated exchange. All of a sudden when the heated exchange was taking place, one of the employee caught hold of the HR manager, snatched the cup of tea from him and threw it out of the room. He shouted in loud voice 'since we don't get tea in cup and plates, we will not allow you to have the same in cup and plates'. The talk turned into an ugly situation. The employees left the HR manager room shouting that they were going on strike. A small issue boiled into a major problem. The employees went on strike. The work could not be resumed.

- Q. 1. Do you find this kind of reaction by the employees a genuine one?
2. Does the incident pertain to a labour welfare issue or it is a case of labour administration?
3. What is the solution for the ugly situation which has turned out to be?
4. How can it be ensured that these kind of incidents don't occur again?