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Total No. of Questions: 15

Total No. of Pages: 02

MBA (Sem. 3)
SOCIAL SECURITY & LABOR 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 have to attempt any FOUR questions.
2. Section B is FOUR subsections. Attempt ONE question from every subsection. Each question carries EIGHT marks.
3. Section C is COMPULSORY carrying EIGHT marks.
4. Analyses the facts given in the following case and answer the given questions.

SECTION A

1. Why do we need social security?
2. What is meant by minimum rate of wages?
3. What are the objectives of labour welfare?
4. Define social assistance.
5. Discuss 'arising out of and in course of employment' as used in the Workmen's Compensation Act, 1923.
6. What is labour administration?

SECTION B

Sub-Section: I

7. Discuss the evolution of social security.
8. What are the permissible deductions under the Payment of Wages Act, 1936?

Sub-Section: II

9. What is the difference between allocable surplus and available surplus? Write a note on the 'bonus formula' given in the Payment of Bonus Act, 1965.
10. What are the major provisions of Maternity Benefit Act, 1961?

Sub-Section: III

11. Discuss the various types of benefits available under ESI Act, 1948?
12. Write a note on TLO and social security.

Sub-Section: IV

13. Write a note on the evolution of labour welfare.
14. Write a note on agencies for welfare work.

SECTION C

15. There is a very reputed company manufacturing soft drinks. However, in the recent time the workers of this soft drinks company are steering for a hike in salary, bonus and other incentives. But the entry of multinational companies has increased the competition, resulting in the reduction in the company's profit and turnover. The company is also not able to agree to the terms and conditions of the workers due to existing business environment problems. Besides, the management decided to stop some of the popular labour welfare works. There was a lot of resentment among workers over the withdrawal of labour welfare schemes.

Questions:-

- (a) Identify the main problem in this case.
- (b) If you were in workers' place, what would you have done?
- (c) Suggest suitable ways of solving the problems of management.