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Total No. of Pages: 02

Total No. of Questions: 15

MBA (2012 & Onward) (Sem. – 3)
SOCIAL SECURITY & LABOUR WELFARE

M Code: 70754

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 consist of ONE Case Study carrying EIGHT marks.

SECTION A

1. Differentiate between social assistance and social insurance.
2. What is wage period?
3. What is Bonus?
4. What is the scope of Employees' State Insurance Act, 1948?
5. Define Labour Welfare.
6. Enlist various Social Security Laws in India.

SECTION B

UNIT I

7. Discuss the evolution of social security in India.
8. Explain various permissible deductions from wage.

UNIT II

9. Explain the main features of the Minimum Wages Act, 1948.
10. Explain the objectives and main provisions of the Maternity Benefit Act, 1961.

UNIT III

11. Discuss the provisions of Disablement and Dependents' Benefits under ESI Act, 1948.
12. Discuss the scope and objectives of labour welfare in India.

UNIT IV

13. Discuss the classification of labour welfare work.
14. Discuss the labour welfare activities of Government of India.

SECTION C

15. Case:

Sukh Ram, aged 50 and owner of a three star hotel in Agra, employed 50 persons to man various positions in his hotel in 1996. Most employees were educated upto 10th standard and were able to understand commands in English. The salaries paid by Sukh Ram were reasonably high compared to other hotels in Agra. He provided various benefits including free boarding, lodging, medical, festival advances etc. to all employees. He was held in high esteem by all employees in the hotel industry in Agra. He did not, however; allow his employees to interact freely with each other, while at work. Work related issues were most important to him. He never wanted his workers to say something about their families and private lives. For that matter he never asked them to reveal the other side of the coin. He used to proudly declare that he is the model employer in Agra and others usually followed him. Workers never denied to present their personal problems to him, as he dismissed such issues as not related to their work.

Another three star hotel started in 1998 in Agra under the ownership of a young hotel management diploma holder Rajesh Khanna. This hotel made its mark very soon in Agra, visitors generally praising its service and homely atmosphere. People commented that Rajesh took change of everything and treated his employees well. He, however, did not offer wages and benefits comparable to other employers in the industry.

Surprisingly, 9 employees working with Sukh Ram including the Manager and Accountant joined Khanna's hotel recently.

- a) Do you think that Sukh Ram's employees were really satisfied with their jobs? If yes, why? If not, why did they keep quiet till 1998?
- b) Why did 9 employees leave Sukh Ram despite higher wages and benefits compared to all other hotel employees in Agra?