

Roll No.

Total No. of Pages : 02

Total No. of Questions : 15

MBA (2016 to 2017) (Sem.-3)
SOCIAL SECURITY & LABOUR WELFARE
Subject Code : MBA-961
M.Code : 70754

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. SECTION-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. Bonus and Ex-Gratia payment.
- Q2. Forfeiture of gratuity under different circumstances.
- Q3. Are wages always paid in cash?
- Q4. Liability of compensation in case of contracting.
- Q5. Objectives of Labour welfare.
- Q6. Agencies for Labour Administration.

SECTION-B

UNIT-I

- Q7. What do you mean by Social security? Explain Social Assistance and Social Insurance.
- Q8. Critically explain the circumstances that had led to the enactment of The Payment of Wages Act, 1936.

UNIT-II

- Q9. Discuss right to payment of maternity benefits in detail.
- Q10. When is an employer liable and not liable to pay compensation for personal injury to workmen under the workmen Compensation Act, 1923?

UNIT-III

- Q11. Discuss the various authorities established under the employees' provident fund act for the administration of employees provident fund scheme.
- Q12. What are the powers conferred upon inspectors by the Payment of Gratuity Act, 1972?

UNIT-IV

- Q13. Sketch the evolution of labour welfare in India.
- Q14. Discuss the welfare work by trade unions and voluntary social organizations.

SECTION-C

Q15. CASE STUDY

While calculating gratuity, the petitioner-employee claimed that an equivalent money for free supply of food should form a part and be added to cash salary paid to him to form total wages for computing the amount of gratuity payable to him. The respondent-company argued that the definition of wages in the Payment of Gratuity Act, 1972 refers only to the amount paid in cash and shall not include the food allowances or amount equivalent to the food or tiffin given alongwith wages as conditions of employment. The petitioner's claim was rejected on the plea that merely an amenity could not form a part of and be added to the cash salary paid to him to form his total wages for computing the amount of gratuity payable to him.

Questions :

- Do you think the employee in this case is correct for free supply of food by the employer in computation of gratuity?
- Can you link this with any of the other labour legislation you have come across?

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.