

**Code No: MB164B/R16****MBA IV Semester Regular Examinations, April-2018****LABOR WELFARE & LEGISLATION****Time: 3 Hours****Max. Marks: 60**

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*Answer Any FIVE Questions  
All Questions Carry Equal Marks  
Question No. 8 is Compulsory*

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1. a Discuss the nature of Mines Act 1952.  
b Explain the statutory welfare programs according to Factories Act 1948?
2. a What is dispute?  
b Discuss the grievance redressal mechanism.
3. a What are different types of wages?  
b Explain the factors that influence in fixation of wages?
4. a What do you mean by standing orders?  
b Discuss the changes that are taking place in Employees Provident Fund and Miscellaneous Provisions Act 1952.
5. a What are principles of labor welfare?  
b Explain how to reduce employee absenteeism?
6. a Discuss the role of ILO in worker welfare activities.  
b Nature of family counseling and explain how it will be done?
7. a Nature of statutory welfare measures  
b Discuss the nature of social work in industry.
8. Case Study:  
Rajan is a workman rendering his services as driver of a water tank in Hyderabad Water Sewage Board. During the course of his service he was very much addicted to drinking and started absenting from his duties without any intimation. As per the rules of Hyderabad Municipal Corporation, a workman without any intimation absent from his duty consecutively for three days, is subject to termination from his services. The same was executed by Municipal Authorities. This was challenged before of labor court and the decision was in favor of Rajan. Then he demanded for reinstatement. The Municipal Authorities refused to do so and challenged the decision before appellate court that he is not a workman under Industrial Disputes Act, 1947.

Question:

1. In your opinion is Rajan a workman under ID Act?
2. Can Hyderabad Municipal Corporation can be treated as Industry Under ID Act?

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1 of 1