

**Subject : Elective-I : Labour Legislation (Human Resource Management)**

Day : Thursday  
Date : 02/06/2016



Time : 02.00 P.M. TO 05.00 P.M.  
Max Marks : 70 Total Pages : 1

**N.B.:**

- 1) Attempt any **FOUR** questions from Section – **I** and any **TWO** questions from Section – **II**.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answers to both the sections should be written in **SAME** answer book.

**SECTION – I**

- Q.1** Define “Industry” citing various case laws. (10)
- Q.2** Give an overview of Industrial Jurisprudence with special emphasis on principles of Natural Justice. (10)
- Q.3** Define the following:- (10)
- a) Wages
  - b) Industrial Dispute
- Q.4** Define and distinguish between: (10)
- a) Lockout and Lay - off
  - b) Retrenchment and closure
- Q.5** Write short notes on any **TWO** of the following (10)
- a) Occupier and his duties
  - b) Manufacturing process
  - c) Misconduct

**SECTION - II**

- Q.6** As an employer of an organization enlists the authorized deduction you would make from the wages of an employee keeping in mind the provisions laid down under The Payment of Wages Act, 1936. (15)
- Q.7** As an occupier of a factory state the various safety measures you would take into account so as to comply with the provisions of The Factories Act, 1948. (15)
- Q.8** Draft ‘Standing Orders’ for Rebo Company Ltd., as per the Model standing orders laid down in The Industrial Employment (Standing Orders) Act, 1946. (15)

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