

**MANAGEMENT PROGRAMME**

**Term-End Examination**

**December, 2018**

**MS-028 : LABOUR LAWS**

*Time : 3 hours*

*Maximum Marks : 100*

*(Weightage 70%)*

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- Note :** (i) *There are two Sections A and B.*  
(ii) *Attempt any three questions from Section-A, each question carrying 20 marks.*  
(iii) *Section-B is compulsory and carries 40 marks.*
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**SECTION - A**

1. What are the main features of ILO conventions adopted by India ?
2. Discuss the salient features of Factories Act, 1948.
3. Explain the computation process of gross profits in Banking as per the bonus act 1965.
4. Explain the object and applicability of the Employees Provident Funds and Miscellaneous Provisions Act, 1952. Discuss the retiral benefits payable under the Act.

5. Write short notes on **any three** of the following :
- (a) Payment of Gratuity
  - (b) The Employees deposit-linked insurance scheme, 1976
  - (c) Fixation of minimum wages in India
  - (d) The process of domestic enquiry
  - (e) Strikes and lockouts

### SECTION - B

6. Read the following case and answer the questions given at the end.

#### CASE

ANC is a composite textile mill employing over 8000 employees including officers. The mill has recently modernised its technology and has introduced many cost and labour saving devices. It has a very sophisticated quality control department having many costly equipments. The industrial relations in the Company has been very smooth. The management also adopted a welfare-oriented approach towards its employees. The company organised regular training and development programmes as a part of its human resource development efforts. The general morale and motivation level of employees was quite high though symptoms of tension and mistrust were hidden.

Mr. Anand is incharge of various costly equipments used in the quality control department. One day he used the services of Mr. Borade, a worker, to clean the equipments of various sizes and asked him to keep back the equipments in the cupboard after cleaning them. This had to be done as Mr. Anand had to attend

the daily co-ordination meeting with the General Manager of the Company which cannot be ignored. When Mr. Anand returned, he did not check immediately the total number of instruments as he did not have any doubt about Mr. Borade's integrity. Mr Borade is an old-timer who served the Company honestly and sincerely .

After about two hours, Mr. Anand found a small but costly measurement equipment was missing from the cupboard. The initial search yielded no positive results. Mr. Anand accordingly informed the security about the missing of the instrument. The security staff suspected Mr. Borade as he was the one who cleaned and put back the instruments. When questioned, Mr. Borade denied the charges. After initial questioning, Mr. Anand once again separately requested Mr. Borade to say whether he saw the missing instrument. Mr. Borade spoke privately to Mr. Anand and admitted that by a sheer loss of control of mind he took away the instrument. He confessed that he never did such a thing in the past in his 15 years of service in the Company and knowing well that he couldn't use the instrument, he still took it away. He pleaded for mercy. Mr. Anand was at loss to understand what had happened. He couldn't believe that a man who served the Company faithfully could ever do such a thing like stealing. He faced the worst crisis in his life. What should he do now ?

**Questions :**

- (a) Identify the main characteristics of this case.
- (b) What are your suggestions regarding the resolutions in solving this case ?