

00166

**M.Sc. IN HOSPITALITY ADMINISTRATION
(MHA)**

Term-End Examination

June, 2016

MHA-20 : LABOUR LAWS

Time : 3 hours

Maximum Marks : 100

Note : (i) *Attempt any five questions.*

(ii) *All questions carry equal marks.*

1. What are the principles of industrial jurisprudence ? 20
Explain how they have become an integral part of social welfare.
2. Define a Commercial Establishment. Briefly 20
discuss the salient features of the shops and Establishments law.
3. Briefly discuss the preconditions laid down by the 20
Industrial Disputes Act, 1947 with regard to the legality of strikes and lockouts.
4. What is meant by Domestic Enquiry ? How are 20
the charges framed in a domestic enquiry ? Explain with example.
5. Write short notes on any two : 2x10=20
 - (a) The Payment of Gratuity Act, 1972.
 - (b) The Employees' State Insurance Act, 1948.
 - (c) The Child Labour (Prohibition and Regulation) Act, 1986.

6. What do you understand by Bonus ? How is it implemented in the Hospitality Industry through the Payment of Bonus Act, 1965 ? 20
7. Critically examine The Maternity Benefit Act, 1961 and the benefits to the workforce of the hospitality industry under the Act. 20
8. Discuss the rules for the payment of wages. Also mention the permissible deductions from the wages. 20
9. What is meant by Industrial Disputes ? Explain the role of writ with regard to Industrial Disputes. 20
10. Write short notes on any two : 2x10=20
- (a) Natural Justice
 - (b) Provident Funds
 - (c) Laches (Limitations)
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