

Finally, the management terminated the service of Mr. Seetharam within six months of his joining the public sector company.

Discuss :

If you were Mr. Seetharam, what would have been your action?

MBA 3915

M.B.A. DEGREE EXAMINATION, JUNE 2007.

Third Semester

Human Resource Management

Paper XV — EMPLOYEE LEGISLATION

Time : Three hours Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE of the following.

1. State the future of Labour Legislation in the Indian Context.
2. What is the scope and coverage of the International labour standards?
3. What is the object of the Industrial Disputes Act 1947?
4. What is mean by “Industry” and “Industrial dispute”?
5. What is the object of the Employee's Provident Funds and Miscellaneous Provisions Act 1952?
6. Write a note on Maternity Benefits.

7. Bring out the salient features of the contract labour.

8. Discuss the Gender Dimensions of labour laws.

PART B — (5 × 10 = 50 marks)

Answer any FIVE of the following.

9. Trace the history of labour legislation in India.

10. Explain the importance and the principles of labour welfare.

11. Bring out the salient features of the Workmen's Compensation Act 1923.

12. Discuss the provisions of Maternity Benefits Act 1961.

13. Write a note on amalgamation of Trade Union.

14. When does an employee forfeit his right to gratuity?

15. "Role of Human Capital". Discuss.

16. Write short notes on :

(a) Role of labour legislation

(b) Gender Dimensions of labour laws.

PART C — (1 × 20 = 20 marks)

Compulsory

17. Case Study :

One of the public sector undertaking of Bangalore advertised for the post of labour welfare officer. Mr. Seetharam working in a private sector company as labour welfare officer applied for this post. In his anxiety to get this post, he contracted the then Minister of Labour the then commissioner of labour and the then provident commissioner to whom the public sector company was obliged.

Mr. Seetharam was selected and he formed the public sector company. The private sector company, which had known the worth of Mr. Seetharam, offered him a jump of Rs. 1,250.00 in his salary but Mr. Seetharam declined this offer. He did not disclose the name of the public sector to the private company's people.

In the public sector company, some of the employees came to know that Mr. Seetharam had used the influence of the Minister of labour, the commissioner of labour and the provident fund commissioner. The employees started teasing, Mr. Seetharam, the Management had put him in-charge of the workers canteen. Though, Mr. Seetharam was working from marketing to evening the workers starting funding fault with the work of Mr. Seetharam.