



IV Semester M.B.A. Degree Examination, June 2009
(2007 Scheme)

H - 4 : LABOUR LEGISLATION AND WELFARE

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer any six questions. (6×2=12)
- Define the term 'factory' as defined in Factories Act.
 - What is a 'mine' as per Mines Act ?
 - How is an 'employee' defined under The Minimum Wages Act ?
 - State the object of The Payment of Wages Act.
 - What is an accident ?
 - State the applicability of The Maternity Benefit Act.
 - What is bonus ?
 - Define 'night shift'.
 - When is gratuity paid ?

SECTION – B

- Answer any three questions. (3×8=24)
- Discuss the basis and scope of labour legislation.
 - Who is authorised to fix minimum wages ? Explain the deductions under The Payment of Wages Act.
 - Describe the main features of Employees' Provident Fund Act.
 - What is meant by labour welfare ? What are the responsibilities of management in this respect ?
 - Explain the moral and ethical issues involved in night shift work.

SECTION – C

- Answer any two of the following questions : (2×12=24)
- Examine the influence of the International Labour Organisation on labour legislation and policy in India.
 - Describe the effects of night shift on the quality and quantity of output in a factory. Under what conditions is night shift work regarded unobjectionable ?

P.T.O.



9. Write short note on :

- i) Shops and Establishment Act,
- ii) Equal Remuneration Act, 1976
- iii) Workmen's Compensation Act, 1923
- iv) Provident Fund Act, 1952

SECTION - D

Case study (Compulsory) :

(1×15=15)

10. Read the case carefully and answer the questions :

A well known financial house started an industrial unit using new technology under the name Karthik Electronics Corporation. Their system of management in general was of the old type where everything was centralised on a personal level. However, in case of new company, due to various factors like distance, time, etc., the industry was allowed to develop on autonomous lines and was put in charge of U.K. trained engineer.

Considering the various aspects, the industry was developing well. But due to the lack of adequate attention to labour and industrial relations, a strike developed. It generated tensions and fears among the executives. Many left jobs including labour officer who felt insecure due to vacillation and interference from top management.

Finally the strike was resolved. But some workers were still under chargesheets. Their cases had been conducted by the new labour officer who had joined at the height of strike. One day the factory manager received a call from the Managing Director to dismiss the Labour Officer immediately. He solicited reasons at least to justify his action, but everything went in vain. In fact the Managing Director came personally, went to the Labour Officer directly and gave him the dismissal letters. The Labour Officer was appointed by the Factory Manager and so went to him but the Manager could do nothing now.

Questions :

- 1) Analyse the factors that led to dispute in the Karthik Electronics Corporation.
 - 2) How should the cases of charge-sheeted employees be dealt with ?
 - 3) What course of action will you suggest for the factory manager ?
 - 4) As a Labour Officer what would be your steps after receiving the letter of dismissal from the MD ?
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IV Semester M.B.A. (Day) Examination, June/July 2010

(2007-08 Scheme)

MANAGEMENT

Paper – H.4 : Labour Legislation and Welfare

Time : 3 Hours

Max. Marks : 75

SECTION – A

Answer **any six** of the following. **Each** question carries **2** marks:

(6×2=12)

1. a) Define Welfare.
- b) Mention any two objectives of ILO.
- c) What is stress ?
- d) Mention any two laws pertaining to employees working on night shifts.
- e) Define “employee” as defined in Factories Act.
- f) Mention the object of Maternity Benefit Act.
- g) Define “bonus” as defined in Bonus Act.
- h) What is gratuity ?

SECTION – B

Answer **any three** questions :

(3×8=24)

2. Explain the scope of Labour Legislation in India.
3. Describe the importance of Labour Welfare in Manufacturing Industries.
4. Describe the main features of Employee Gratuity Act.
5. What is Minimum Wages ? Explain the deductions under the Payment of Wages Act.
6. Explain the provisions for physically challenged employees in Indian Organisations.

P.T.O.



SECTION – C

Answer **any two** of the following : (12×2=24)

7. Describe the impact of night shift on the working life and personal life of employees.
Under what conditions in night shift work regarded unobjectionable.
8. Examine the influence of International Labour Organisation on Labour Legislation and Policy in India.
9. Write a note on :
 - a) Equal Remuneration Act, 1976.
 - b) Factories Act, 1948.
 - c) Bonus Act, 1965.
 - d) Gratuity Act, 1972.

SECTION – D

10. **Case Study (Compulsory) :** 15

Write a case for XYZ Co. Ltd., a BPO in Bangalore relating to the women Employee problems at night shifts and also suggest the suitable measures to solve these problem as a HR Manager.



PG – 012

IV Semester M.B.A. Degree Examination, June 2011
(2007– 08 Scheme)
MANAGEMENT
Paper – H-4 : Labour Legislation and Welfare

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any six** questions. **(6×2=12)**
- a) State the applicability of payment of Gratuity Act, 1972.
 - b) What is Compensation under Workmen's Compensation Act, 1923 ?
 - c) What are the objectives of welfare ?
 - d) What is Labour Legislation ?
 - e) How an Establishment get registered ?
 - f) State the components of wages.
 - g) Define Counselling.
 - h) What is Provident Fund under the Act ?
 - i) Define Factory.

SECTION – B

- Answer **any 3** questions. **(3×8=24)**
2. Explain the different benefits of ESI Act, 1948.
 3. Explain the provision of Minimum Wages Act, 1948.
 4. Discuss the objectives of Labour Legislation.

P.T.O.



5. Why physically challenged employees need special consideration ? Discuss.
6. Explain the labour legislation pertaining to employees working of night shifts.

SECTION – C

Answer **any two** questions.

(12×2=24)

7. “Impact of ILO on Indian Labour Legislation”. Discuss the merits and demerits with suitable examples.
8. Explain the following :
 - a) Payment of Wages Act, 1936.
 - b) Factories Act, 1948 and
 - c) Equal Remuneration Act, 1976.
9. Describe the impact of night shift working on family and social life and also explain the need of HR intervention in night shifts.

SECTION – D

10. **Case Study (Compulsory) :**

(15×1=15)

Different Ideas of the New Entrant

The Industrial Finishes Company has been in business for fifteen years and the majority of the personnel have been employed there, since its inception. The company conducts research and develops industrial Finishes to customers' specifications. This is a highly technical work. However, the actual production of Finishes is quite straight forward and is handled by a group of eight operators. In addition to the production force, there are six chemists, ten sales personnel, three general office workers and four executives who are stockholders and officers of the corporation.



The officers of the company, the sales manager and the chemists are assisted by three middle-aged women. *These women* handle all the paperwork, the secretarial duties, book-keeping and reception tasks. Two of these women have been with the management since the company's beginning whereas the third has worked there for seven years. They are all considered very efficient and loyal by the management personnel. Although these ladies were not on intimate terms with the men in the office, they had workable formal relations. However, in spite of repeated invitations from the men to have coffee or tea breaks together, the women kept to themselves. They politely turned down such invitations.

A few months earlier, the company hired a girl age 22, to help with the ever-increasing secretarial load. She also was expected to assist in the general clerical tasks. This girl was very attractive and she enjoyed the company of men more than that of women. Hence, she associated with the men during coffee breaks and lunch hours and made no special efforts to become really acceptable to the women. The office efficiency appeared to increase after she was hired and the backlog of work got cleared. Her sociability enhanced the morale of the men.

However, there was a growing unrest among older women. They resented the new girl. Finally, after the traditional jovial Christmas party, where the new girl was clearly the centre of attraction, the older women, as a group, went to see the company president. They stated that it was impossible to work with the new girl; she had upset the office morale and they demanded that she be fired. If not, they would all resign.

The President tried to conciliate them but to no avail. He considered all the three women to be especially competent and valuable employees. In as much as the women had husbands who had good jobs, he knew that they would suffer no real hardship if they quit. He had also received reports from men that the girl was going excellent work.

- 1) Analyse the case with reference to the "Gender Difference and today's Indian Society".
- 2) Give your comments to the above.



IV Semester M.B.A. Degree Examination, June/July 2012
(2007-08 Scheme)
MANAGEMENT

H-4 : Labour Legislation and Welfare

Time : 3 Hours

Max. Marks : 75

Instruction : Answer all the Sections.

SECTION - A

1. Answer **any six** questions, **each** question carries **two** marks. (6×2=12)
- a) State the objectives of Factories Act, 1948.
 - b) What do you mean by International Labour Code ?
 - c) What is protective labour legislation ?
 - d) Mention the conditions of payment of Gratuity.
 - e) What are extramural benefits ?
 - f) Who is an "adolescent" ?
 - g) What is distress ?
 - h) What is labour welfare ?

SECTION - B

- Answer **any three** questions, **each** question carries **eight** marks. (3×8=24)
- 2. Discuss the need for special consideration to physically challenged employee.
 - 3. Discuss the impact of ILO on Indian Labour Legislation.
 - 4. Explain the causes of stress and suitable remedies followed by corporates to overcome stress.
 - 5. Discuss health and safety measures as per Factories Act, 1948.
 - 6. Discuss the provisions of Workmen Compensation Act, 1923.

P.T.O.



SECTION - C

Answer **any two** questions, **each** question carries **twelve** marks. (12×2=24)

7. Explain the fines and deductions as per Payment of Wages Act, 1936 with suitable examples.
8. Discuss "Women in night shift ; Indian scenario" and explain the moral and ethical issues arising due to night shift.
9. Explain :
 - a) Mines Act, 1952
 - b) Maternity Benefit Act, 1972
 - c) Equal Remuneration Act, 1976

SECTION - D

10. **Compulsory**

Case study : (1×15=15)

Seinfeld and Sexual Harassment

What role can a popular television show possibly play in a major sexual harassment law suit ? As it turns out, a pretty big one! The show in question is *Seinfeld*, one of the most popular sit-coms in television history. The event that sparked the lawsuit took place in the corporate headquarters of Miller Brewing Company and involved Jerold MacKenzie, a fifty-five-year-old, nineteen-year Miller executive, and Patricia Best, his secretary.

The incident occurred about ten years ago. The *Seinfeld* episode in question involved a story in which the show's main character, Jerry Seinfeld, meets and starts dating a woman whose name he cannot recall. But he does recall that it rhymes with a part of the female anatomy. He subsequently spends the rest of the episode running through different possible names for the woman. She dumps him when she realizes that he doesn't know her name. After she leaves, he finally remembers that her name is Delores.

Mr. MacKenzie apparently found the show to be especially funny. On the day after the show aired, he made a point of bringing it up for discussion with Ms. Best. Ms. Best indicated that she had not seen the show. As he began to describe the show for her, she indicated to him that she didn't want to discuss it. Mr. MacKenzie persisted, however, and continued to push her into discussing it with him. When he couldn't bring himself to say the name of the female body part, however, he made a photocopy of a dictionary page containing the word and gave it to Ms. Best.



Ms. Best became quite upset and reported to Miller Brewing Company's human resource department that Mr. MacKenzie had sexually harassed her. She also indicated that he had harassed her on earlier occasions. A few days later, Mr. MacKenzie was summoned to a meeting with a group of Miller attorneys and a senior human resource manager. He was asked about the *Seinfeld* incident and he acknowledged that it had happened as Ms. Best had reported. He also indicated that he saw their discussion simply as office conversation and that Ms. Best had not seemed to be bothered or upset at the time of the conversation.

The next day Mr. Mackenzie was visited by another senior corporate executive; this executive indicated that he (MacKenzie) was being terminated for unacceptable management performance. The incident with Ms. Best was identified as a major part of the final decision to terminate MacKenzie's employment with Miller, but he was also told that it was part of a pattern of poor decisions that had already attracted the attention of senior managers. Mr. MacKenzie indicated surprise but left with little argument or discussion.

As time passed, however, Mr. MacKenzie gradually began to feel that he had been mistreated. Finally, in 1997 he reached the point where he felt compelled to take some action. After consulting with his attorney, he filed a lawsuit against Miller Brewing Company, the executive who had made the decision to terminate him, and Ms. Best. Among his charges were wrongful discharge and libel. After hearing both sides of the case, a jury of ten women and two men decided that he was right. Indeed, they so strongly believed that Mr. MacKenzie was a victim rather than a sexual harasser that they awarded unusually large judgements, including punitive damages, of \$ 24.5 million against Miller Brewing Company, \$1.5 million against Ms. Best (this amount was later dropped due to a legal technicality), and slightly over \$ 6,00,000 against the executive who had terminated him.

Case Questions :

- 1) Do you think Mr. MacKenzie's actions constituted sexual harassment ? Why or why not ?
- 2) Do you think Miller Brewing Company's termination of Mr. MacKenzie was justified ? Why or why not ?
- 3) What is your opinion of the Jury's decision ?



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IV Semester M.B.A (Day) Degree Examination, June/July 2013
(2007-08 Scheme)

MANAGEMENT

H-4 : Labour Legislation and Welfare

Time : 3 Hours

Max. Marks : 75

SECTION – A

Answer any six questions :

(6×2=12)

1. a) What is Labour Welfare ?
- b) What do you mean by minimum wage ?
- c) What is occupational health and safety ?
- d) Define provident fund.
- e) What is stress management ?
- f) What is work ethics ?
- g) Define Bonus.
- h) Define as per 1952 Mines.

SECTION – B

Answer any three questions :

(3×8=24)

2. Give an account of the growth of Labour Legislation in India.
3. What is 'Wage' according to Minimum Wage Act, 1948 ? What are the provisions of Minimum Wage Act, 1948 ?
4. What is stress ? How to manage the stress arising due to night shift work ?
5. Explain the main provisions of Mines Act, 1952.
6. Explain the provisions of Maternity Benefits Act, 1961.

P.T.O.



SECTION - C

Answer any two questions :

(2×12=24)

7. Define Social Security. How workers in organized and unorganized sectors benefit from various social security facilities ? Explain
8. Discuss the various safety provisions for hazardous processes and other provisions under the Factory Act, 1948.
9. Define Counseling. Does counseling service in the work place help the employer to reduce stress claims ?

SECTION - D

10. Case study (Compulsory) :

(1×15=15)

Stress Management

When Mahesh joined in Indian Bank in 1985, he had one clear goal to prove his potentiality. He did prove that and had been promoted 5 times since his entry into the bank. Compared to others, his progress has been the fastest. Currently his job demands that Mahesh should work 10 hours a day with practically no holiday. At least, 2 days in a week Mahesh is required to travel.

Peers and subordinates at the bank have appreciation for Mahesh. They don't grudge the success achieved by Mahesh, though there are some who wish they too be promoted as well.

The post of General Manager fell vacant. One should work as a GM a couple of years if he were to climb up to the top of the ladder. Mahesh applied for the post along with others in the bank. The Chairman has assured Mahesh that the post would be his.

A sudden development took place, which almost wrecked Mahesh's chances. The bank has the practice of subjecting all its executives to medical checkup, once a year. The medical reports go straight to the chairman who would initiate remedial measures, where necessary. Though Mahesh was only 35, he too, was required to undergo the test.



The chairman of the bank received a copy of Mahesh's medical examination results, along with a note from the doctor. The note explained that Mahesh was seriously overworked and recommended that he be given an immediate 4 weeks' vacation.

The doctor also recommended that Mahesh must take physical exercise, everyday. The note warned that if Mahesh did not care for the advice, he would be in for heart trouble in another 6 months.

After reading the doctor's note the chairman sat back in his chair and started brooding over the situation. Three issues were the uppermost in his mind :

- 1) How would Mahesh take this news ?
- 2) How many others would have similar fitness problems ?
- 3) Since the environment in the bank helps create problem, what could he do to alleviate it ?

The idea of holding a stress management program is flashed in his mind and suddenly, he instructed his secretary to set up a meeting with the doctor and some key members at the earliest.

Questions :

- 1) If the news is broken to Mahesh, how would he react ?
- 2) What would you recommend, if you were to give advice to the chairman on this matter ?



PG – 788

IV Semester M.B.A. Degree Examination, July/August 2014
(2007-08 Scheme)

Management

H-4 : LABOUR LEGISLATION AND WELFARE

Time : 3 Hours

Max. Marks : 75

SECTION – A

Answer **any six** questions. **Each** carries 2 marks.

(6×2=12)

1. a) Define 'Workers' according to the Factories Act 1948.
- b) What are the different agencies of social security ?
- c) What is minimum wages ?
- d) What do you mean by gratuity ?
- e) Define Labour Legislation.
- f) What is the need for Equal Remuneration ?
- g) Mention the responsibilities of Labour Welfare Officer.
- h) What is counseling ?

SECTION – B

Answer **any three** questions. **Each** carries 8 marks.

(3×8=24)

2. What are the types and causes of stress ? Explain.
3. Examine the various statutory and non-statutory welfare amenities that are provided in Indian Organizations.
4. Write a note on 'Employee's State Insurance Act 1948'.
5. Explain the daily and weekly hours of work in shops and establishment.
6. Discuss the main provisions of the 'Minimum Wages Act 1948'.

P.T.O.



SECTION - C

Answer **any two** questions. **Each** carries 12 marks.

(2×12=24)

7. State and explain the provisions of the Factories Act 1948 regarding health, safety and welfare of the workers.
8. The Payment of Bonus Act 1965 is not applicative to certain employees who are they ? Why ?
9. Explain the legal provisions relating to labour welfare in India.

SECTION - D

(Compulsory)

Case Study :

(1×15=15)

10. A company with good record of quality products, good market share in the automobile industry has been in existence for about 15 years in Pune. It had on its role about 600 employees in plant, and marketing. For about last three years, it is passing through Labour trouble. The two unions in the company have been fighting for recognition and having role bargaining power to itself. This has resulted in the production and quality going down because of the inter union rivalry. Efforts by the management to bring about peace, unity understanding amongst the two unions have not been successful the company is seriously contemplating to shift its operation to an industrial estate 30 kms from Pune. The industrial estate has no proper facilities like transport, availability of food, medical facilities, recreation and shops.

Questions :

- 1) The management invites suggestion from you the facilities, services and benefits, it should provide to the employees who may still have their residences in Pune, but would opt to work at the new location.
 - 2) Would you suggest that the benefits and services proposed at the new location should be common or different for different categories of employees ? Give reasons.
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PG – 1007

**IV Semester M.B.A. Degree Examination, June/July 2015
(2007-2008 Scheme)
MANAGEMENT**

H.4 : Labour Legislation and Welfare

Time : 3 Hours

Max. Marks : 75

SECTION – A

Answer **any six** of the following. Each question carries 2 marks. (6×2=12)

1. a) Mention any two objectives of ILO.
- b) Define wages.
- c) What is Gratuity ?
- d) Who is an 'adolescent' ?
- e) What are extramural benefits ?
- f) State the importance of wages.
- g) Define "employee" as defined in Factories Act.
- h) What is meant by work life balance ?

SECTION – B

Answer **any three** of the following. Each question carries 8 marks. (3×8=24)

2. "Passing of the Minimum Wages Act, 1948 is a landmark in the history of Labour Legislation in our country". Comment.
3. Explain the different benefits under ESI Act 1948.
4. State the salient features of Maternity Benefit Act, 1961.
5. "Responsibilities of the Workers Organization have been increased in the Modern Industrialization Era". Comment.
6. Explain the importance of welfare facilities as motivation to employees.

P.T.O.



SECTION - C

Answer any two of the following.

(12×2=24)

7. Discuss "women in night shift : Indian Scenario". Discuss the impact of night shift working on family and social life.
8. Explain the following :
 - a) Equal Remuneration Act, 1976
 - b) Industrial relations
 - c) Gratuity Act 1972.
9. Discuss the impact of International Labour Organization on the Labour Legislation Policy of India.

SECTION - D

10. Case study (compulsory) :

(1×15=15)

Mahesh is working in a multinational company employing 2000 workmen. The wages in this company is paid on the 10th of each month. The unpaid wages are paid on 13th of the month. In the month of January 2011, Mahesh was on leave from 8th till the 12th of the month. He resumed his duties on 13th of the month and went to the cash counter to collect his unpaid wage. The cashier asked for his token number and started searching for his unpaid wage pay packet.

When he was unable to find his wage packet he asked for his identity card. Mahesh told him that his identity card had been lost about which he had already intimated to the Personnel Manager. The cashier told Mahesh that his wages had already been collected by someone else. He showed him the counterfoil containing the signature of the person who had collected wages on behalf of Mahesh. Mahesh told the cashier that he had not given authority to anyone to collect his wages. On seeing the counterfoil, Mahesh told the cashier that it did not contain his signature and that signature forged. He demanded his wages. The cashier expressed his inability to pay him the wages. Therefore, Mahesh met his Union leader and explained him his case and both of them went to the Personnel Manager with the grievance of Mahesh.

Question :

- 1) You are the Personnel Manager of this company. Explain how will you handle the grievance of Mahesh ?
- 2) What short term and long term measures will you adopt in this case to solve Mahesh grievance and ensure that such incidents do not occur in future ?



PG – 954

IV Semester M.B.A. Degree Examination, July 2016
(2007-08 Scheme)
MANAGEMENT
H-4 : Labour Legislation and Welfare

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any six** sub-questions, **each** question carries **2** marks : **(2×6=12)**
- State any four organisations where Bonus Act is not applicable.
 - Mention non-monetary benefits under Maternity Act.
 - State the benefits to employee under ESI Act, 1948.
 - Mention the objectives of labour legislation.
 - Define employee as per Equal Remuneration Act, 1952.
 - What do you mean by protective legislation ?
 - What are the causes of stress ?
 - What are extra-mural benefits ?

SECTION – B

- Answer **any three** of the following questions, **each** question carries **8** marks : **(8×3=24)**
- Explain the emerging issues in welfare measures with suitable examples.
 - Explain the impact of ILO on Indian labour legislation.
 - Discuss the provisions of Employees Compensation Act, 1923.
 - Explain the objectives of ILO.
 - Describe the Indian scenario for working women in night shifts.

SECTION – C

- Answer **any two** of the following questions, **each** question carries **twelve** marks : **(12×2=24)**
- Explain the need and importance of special consideration to physically challenged employees under welfare measures.
 - Discuss the challenges and ethical issues arising due to night shift working.
 - Write a short note on the following :
 - Equal Remuneration Act, 1952.
 - Minimum Wages Act, 1948.
 - Factory Act, 1948.

P.T.O.

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SECTION - D

10. Read the following case and answer the questions given at the end. (1x15=15)

Case Study (**Compulsory**)

OSHA and Unions versus Manufacturer :

Is Workplace Ergonomics a Problem ?

During the Industrial Revolution a century ago, workplace injuries were so commonplace that they were simply considered one of the hazards of having a job. Children and adults were often maimed or disfigured in factory accidents. Today strict regulations cover safety in the workplace, guided by the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA).

During the past couple of decades, as industry itself has changed, a different type of injury has emerged : **Musculoskeletal Disorders (MSDs)**. MSDs are injuries resulting from overexertion and repetitive motion, such as constantly lifting heavy loads or grabbing and twisting a piece of machinery. People who sit at computer workstations all day are susceptible to MSDs as well, particularly carpal tunnel syndrome, which affects the nerves of the hand, wrist, and arm. According to OSHA, about one third of repetitive stress injuries, or 600,000, are serious enough to require time off the job, which means that businesses pay for these injuries not only in medical costs but in lost productivity. They can also contribute to high employee turnover. No one disputes that these injuries occur. But various experts, industry leaders, and politicians argue about how severe the injuries are, who should pay for them, what should be done about them, and who takes ultimate responsibility for the safety of workers.

One aspect of the whole issue of workplace injuries is ergonomics : "The applied science of equipment design, intended to reduce operator fatigue and discomfort, or as OSHA puts it, the science of fitting the job to the worker". Ergonomics involves everything from developing new equipment, including desk chairs that support the back properly and flexible splints to support the wrist while typing, to designing better ways to use the equipment, such as the proper way to hold a computer mouse.

OSHA has proposed new guidelines for better ergonomic standards, targeting jobs where workers perform repetitive tasks, whether they are in processing poultry or delivering packages. The proposal required employers that received reports from workers who were suffering from MSDs to respond promptly with an evaluation and follow-up health care. Workers who needed time off could receive 90 percent of their pay and 100 percent of their benefits. Not surprisingly, arguments for and against the proposal broke out. OSHA spokesperson Charles Jeffers claimed that the guidelines "will save employers \$9 billion every year



from what they've currently been spending on these problems". Peg Seminario of the AFL-CIO noted that the guidelines did not go far enough because they did not cover "workers in construction, agriculture, or maritime, who have very serious problems". Pat Cleary of the National Association of Manufacturers argued that "there's a central flaw here and that is that there is no... consensus in the scientific or medical community about the causes of ergonomics injuries". Debates over the proposed rules' merit were further clouded by the Small Business Administration's prediction that implementing the standards would cost industries \$18 billion. OSHA had forecast a mere \$4.2 billion.

Just before he left office, President Bill Clinton signed the bill into law which was overturned by incoming President George Bush and the new Congress. Calling the workplace safety regulations "unduly burdensome and overly broad," Bush signed a measure to roll back the new rules.

Where do these actions leave workers and businesses in regard to workplace injuries ? Legally, businesses are not required to redesign work systems or continue full pay and benefits for an extended period after work-related injury. But if the goal of a company is to find and keep the best employees, perhaps developing good ergonomic practices makes good business sense. The high cost of treatment and turnover, not to mention lowered productivity, points toward prevention as a competitive strategy. "Good ergonomics in the office should not be a big burden in a company and may be a way to retain good employees".

Discussion Questions :

- 1) Do you agree or disagree that ergonomics in the workplace should be covered by federal regulations ? Explain your answers.
- 2) Choose a job with which you are familiar and discuss the possibilities for repetitive stress injuries that could occur on this job and ways they could be prevented.
- 3) Imagine that you are the human resources manager for a company that hires workers for the job selected in question 2. What steps might you encourage company officials to take to identify and prevent potential MSDs ?



PG – 904

IV Semester M.B.A. Degree Examination, July 2017
(2007-08 Scheme)
MANAGEMENT

Paper – H4 : Labour Legislation and Welfare

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any six** of the following, **each** question carries **two** marks. (6×2=12)

- a) What are intra mural services ?
- b) State any two reasons for night shift working.
- c) What is minimum wage ?
- d) What is counseling ?
- e) Mention the objectives of Equal Remuneration Act, 1976.
- f) Define employee under Gratuity Act, 1972.
- g) State the criteria for payment of provident fund.
- h) What is international labour code ?
- i) State the objectives of Factories Act, 1948.

SECTION – B

Answer **any three** of the following, **each** question carries **eight** marks. (3×8=24)

2. Explain the causes of stress and suggest remedies to reduce the stress.
3. Describe the provisions of Maternity Benefit Act, 1961.
4. Discuss the problems of physically challenged employees in an organization.
5. Explain the salient features of Bonus Act, 1956.
6. Explain the role of ILO on Indian labour legislation.

P.T.O.



SECTION - C

Answer **any two** of the following, **each** question carries **twelve** marks. (2×12=24)

7. Explain the challenges facing by women, working in night shifts in India.
8. Discuss the different issues in providing welfare facilities to employees.
9. Explain the provisions and benefits covered under Employee State Insurance Act, 1948.

SECTION - D

10. **Case study (compulsory) :** (1×15=15)

Carter Cleaning Company.

The New Safety Program

Employees' safety and health are very important matters in the laundry and cleaning business. Each facility is a small production plant in which machines, powered by high-pressure steam and compressed air, work at high temperatures washing, cleaning and pressing garments, often under very hot, slippery conditions. Chemical vapors are produced continually and caustic chemicals are used in the cleaning process. High-temperature stills are almost continually "cooking down" cleaning solvents in order to remove impurities so that the solvents can be reused. If a mistake is made in this process – like injecting too much steam into the still – a boilover occurs, in which boiling chemical solvent erupts out of the still and over the floor, and on anyone who happens to be standing in its way.

As a result of these hazards and the fact that chemically hazardous waste is continually produced in these stores, several government agencies (including OSHA and the Environmental Protection Agency) have instituted strict guidelines regarding the management of these plants. For example, posters have to be placed in each store notifying employees of their right to be told what hazardous chemicals they are dealing with and what the proper method for handling each chemical is. Special waste-management firms must be used to pick up and properly dispose of the hazardous waste.



A chronic problem the Carters (and most other laundry owners) have is the unwillingness on the part of the cleaning-spotting workers to wear safety goggles. Not all the chemicals they use require safety goggles, but some-like the hydrofluoric acid used to remove rust stains from garments are very dangerous. The latter is kept in special plastic containers, since it dissolves glass. The problem is that wearing safety goggles can be troublesome. They are somewhat uncomfortable and they become smudged easily and thus cut down on visibility. As a result, Jack has always found it almost impossible to get these employees to wear their goggles.

Questions :

- 1) How should the firm go about identifying hazardous conditions that should be rectified ?
 - 2) Would it be advisable for the firm to set up a procedure for screening out accident-prone individuals ? How should they do so ?
 - 3) How would you suggest the Carters get all employees to behave more safely at work ? Also, how would you advise them to get those who should be wearing goggles to do so ?
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