

TILAK MAHARASHTRA VIDYAPEETH, PUNE
BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)

EXAMINATION: MAY- 2024

SEMESTER - VI

Sub.: Industrial Relations & Labour Laws (BBA15-HR-613)

Date : 17/05/2024

Total Marks : 60

Time: 10.00 am to 12.30pm

- Instructions:** 1) All questions are compulsory.
 2) Figures to the right indicate full marks.

Q. 1. Choose the most appropriate option. (05)

1. Draft standing orders are to be submitted within

a) Two years from the date on which the Act is applicable in five copies	b) One year from the date on which the Act is applicable in five copies
c) Six months from the date on which the Act is applicable in five copies	d) Six months from the date on which the act is applicable in ten copies
2. The copies of the certified standing orders authenticated in the prescribed manner may be send to ----- by the Certifying officer within 7 days

a) the employer	b) the trade union
c) other prescribed representatives of the workmen	d) All of the above
3. Factories Act is applicable to Factories with least how many workers

a) 10 workers	b) 20 workers
c) 15 workers	d) 25 workers
4. Factories Act mentions about proper facilities for storage of hazardous substances like

a) Flammable liquids	b) Toxic Chemicals
c) Explosive materials	d) All of the above
5. Factories Act

a) 1948	b) 1984
c) 1956	d) 1986

Q. 2. State True / False (05)

1. As per Factories Act, Child means who has not completed his 15th years of Age

a) True	b) False
---------	----------
2. The responsibility for maintenance of employee health and safety is with Employees

a) True	b) False
---------	----------
3. One who has completed 15 years is an Adolescent as per Factories Act, 1948

a) True	b) False
---------	----------
4. A person who has ultimate control over the affairs of the factory under Factories Act, 1948 is called as Occupier

a) True	b) False
---------	----------
5. As per Factories Act, 1948 canteen should be provided in factory where more than 250 workers are employed.

a) True	b) False
---------	----------

Q. 3. Write Short notes on (Any Three) (15)

1. Explain the points in employment of women under Factories Act
2. State the objectives of Factories Act
3. Procedure of Domestic Enquiry 7
4. Application of "Principle of Natural Justice
5. what are the objectives of Payment of Wages Act 1936

Q. 4. Answer in detail (Any Two) (20)

1. Explain Different provisions relating to Health under factories Act 1948
2. Welfare Officer under the Factories Act, 1948
3. What is meant by Standing Orders. Explain the procedure for certification and modification of standing orders in the light of Industrial Employment (Standing Orders) Act, 1946.
4. Salient features of Factories Act, 1948

Q. 5. Case study (15)

Mr A was introduced to a company, he legitimately performed well. His service was duly completed in prescribed time limit, but he was charged guilty for deficiency in service. He was punished without giving him opportunity to give his say.

Question:

Kindly guide him on due Principal which he was denied off.
