

TILAK MAHARASHTRA VIDYAPEETH, PUNE
MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: MAY-JUNE- 2024
SEMESTER - III

Sub.: Labour Laws & Industrial Relations (MHRM 306)

Date : 05/06/2024

Total Marks : 60

Time: 10.00 am To 12.30 pm

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

Q. 1. Write Short notes on (Any Three) (15)

1. Nomination of gratuity
2. Duties of ESI Corporation under Employees' State Insurance Act, 1948
3. Rights of Inspector under Payment of Wages Act
4. Applicability of Payment of Bonus Act
5. Explain Continuous service under Gratuity Act

Q. 2. Answer in detail (Any One) (10)

1. When does gratuity become payable: Explain
2. What are the objectives of Payment of Bonus Act, 1965? Discuss the provisions relating to eligibility of bonus and Minimum and Maximum bonus under the Act.

Q. 3. Answer in detail (Any One) (10)

1. Minimum And Maximum Bonus
2. Difference between Payment of wages Act, 1936 and Minimum wages Act 1948

Q. 4. Answer in detail (Any One) (10)

1. What is threshold of Gratuity and explain forfeiture of Gratuity
2. Fixing hours for a normal working day under Minimum Wages Act, 1948

Q. 5. Case study (15)

Mr. A joined a Company on 21st April 2011 and was really performing well. He started applying to good companies at next level position in 2015 and joined a new Company on 21st Sep 2015.

Question

- 1) Is Mr. A entitled to Gratuity?
- 2) What are the new gratuity policies for employees in the private sector?
- 3) Also guide him, How to report nonpayment of gratuity.
- 4) What are the new gratuity policies for employees in the private sector?