

**MANAGEMENT PROGRAMME**

**Term-End Examination**

**December, 2015**

**MS-28 : LABOUR LAWS**

*Time : 3 hours*

*Maximum Marks : 100*

*(Weightage 70%)*

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- Note :** (i) *There are two Sections-A and B.*  
(ii) *Attempt any three questions from Section-A.*  
*Each question carries 20 marks.*  
(iii) *Section-B is compulsory and carries 40 marks.*
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**SECTION - A**

1. What is domestic enquiry ? Briefly discuss the processes involved.
2. Explain the scope and coverage of the Mines Act, 1952. Describe the provisions for health and safety under the Act.
3. What are the objectives and functions of trade unions ? Explain the procedure for the registration and cancellation of a trade union.
4. How is compensation for death and disablement computed under Workmen's Compensation Act, 1923 ? What are the obligations of employers and workmen under the Act ?

5. Write short notes on **any three** of the following :
- (a) Certiorari
  - (b) Retrenchment
  - (c) Registration of plantation
  - (d) Adjudication
  - (e) Industrial discipline

### SECTION - B

6. Read the given case and answer the questions given at the end :

#### CASE

ANC is a composite textile mill employing over 8000 employees including officers. The mill has recently modernised its technology and has introduced many cost and labour saving devices. It has a very sophisticated quality control department having many costly equipments. The industrial relations in the Company has been very smooth. The management also adopted a welfare-oriented approach towards its employees. The company organised regular training and development programmes as a part of its human resource development efforts. The general morale and motivation level of employees was quite high though symptoms of tension and mistrust were hidden.

Mr. Anand is incharge of various costly equipments used in the quality control department. One day he used the services of Mr. Borade, a worker, to clean the equipments of various sizes and asked him to keep back the equipments in the cupboard after cleaning them. This had to be done as Mr. Anand had to attend the daily co-ordination meeting with the General Manager of the Company which cannot be ignored. When Mr. Anand returned, he did not check immediately the total number of

instruments as he did not have any doubt about Mr. Borade's integrity. Mr. Borade is an old-timer who served the Company honestly and sincerely.

After about two hours, Mr. Anand found a small but costly measurement equipment was missing from the cupboard. The initial search yielded no positive results. Mr. Anand accordingly informed the security about the missing of the instrument. The security staff suspected Mr. Borade as he was the one who cleaned and put back the instruments. When questioned, Mr. Borade denied the charges. After initial questioning, Mr. Anand once again separately requested Mr. Borade to say whether he saw the missing instrument. Mr. Borade spoke privately to Mr. Anand and admitted that by a sheer loss of control of mind he took away the instrument. He confessed that he never did such a thing in the past in his 15 years of service in the Company and knowing well that he couldn't use the instrument, he still took it away. He pleaded for mercy. Mr. Anand was at loss to understand what had happened. He couldn't believe that a man who served the Company faithfully could ever do such a thing like stealing. He faced the worst crisis in his life. What should he do now ?

**Questions :**

- (a) Advise Mr. Anand as to the nature of action to be taken against Mr. Borade.
- (b) Suggest to him various steps to be taken in a disciplinary proceeding, in case of an enquiry, and the nature of punishment to be awarded if the charges are proved.
- (c) Also advise Mr. Anand as to the principles of natural justice to be followed in a domestic enquiry.