

Dr. Babasaheb Ambedkar Open University, Ahmedabad

Term-End Examination : January-2026

Course Name : MBA

Subject Name : Industrial and Labour Laws

Subject Code : MBA04EH406

Date : 03-03-2026

Time : 03:00PM TO 05:15PM

Max Marks : 70

Q.-1. Write answers to any one of the questions given below (in 1,200 words). (14)

(1) Explain the Benefits under the ESI Scheme in detail.

(2) Describe the Employee Relations and Importance of Employee Relations in detail.

Q.-2. Answer the following question (Attempt any one) in about 1200 words. (14)

(1) How to claim the Labour welfare Fund? Discuss the Compliances with this regulations and registration of it.

(2) Discuss the Maturity in detail.

Q.-3. Answer the following question (Attempt any one) in about 1200 words. (14)

(1) Describe the Industrial Disputes Act, 1947 Applicability and important definitions in detail.

(2) Discuss the Employer's Liability for Compensation.

Q.-4. Write answers to any one of the questions given below (in 1,200 words). (14)

(1) Explain Standing Orders and Model Standing Orders under the Industrial Employment (Standing Orders) Act, 1946.

(2) Discuss the Payment of Gratuity Act, 1972 in detail.

Q.-5. Write short notes on any three of the following topics. (09)

(1) Functions of trade unions.

(2) Provisions relating to Working hours.

(3) Features of Payment of Wages Act 1936.

(4) Need for labour legislation.

(5) Explain the key functions of the ESIC.

Q.-6. Choose the Correct answer from the options given below. (05)

(1) Bonus must be paid within:

A) 6 months

B) 8 months from the close of accounting year

C) 12 months

D) Any time

(2) Who is responsible for certifying the standing orders?

A) Labour Court

B) Industrial Tribunal

C) Certifying Officer

D) Inspector

(3) The main objective of the Industrial Employment (Standing Orders) Act, 1946 is to:

A) Regulate wages

B) Resolve industrial disputes

C) Define conditions of employment clearly

D) Fix minimum wages

(4) The ESIC is administered under the Ministry of:

A) Ministry of Health and Family Welfare

B) Ministry of Labour and Employment

C) Ministry of Social Justice

D) Ministry of Finance

(5) Discrimination in remuneration on the basis of gender is prohibited under:

A) Constitution only

B) Payment of Wages Act

C) Equal Remuneration Act

D) Industrial Disputes Act
