



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)

Department of Management Studies

QUESTION BANK

Labour Law and Legislation (22MBA236C)

SREENIVASA INSTITUTE of TECHNOLOGY and MANAGEMENT STUDIES
(AUTONOMOUS)

(LABOUR LAW & LEGISLATION)

QUESTION BANK

II MBA / III - SEMESTER

REGULATION: R22



SITAMS



BY
FACULTY INCHARGE : DR. VISWA KIRAN H,
PROFESSOR

DEPARTMENT : DEPARTMENT OF MANAGEMENT STUDIES



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)

Department of Management Studies

QUESTION BANK

Labour Law and Legislation (22MBA236C)



SITAMS



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES

(Autonomous)

Department of Management Studies

QUESTION BANK

Labour Law and Legislation (22MBA236C)



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES

[AUTONOMOUS], CHITTOOR - 517 127

DEPARTMENT OF MANAGEMENT STUDIES

II MBA – Semester - III					
Course Code	LABOUR LAW AND LEGISLATION	L	T	P	C
22MBA236C		4	0	0	4
Course Educational Objectives					
CEO1: To gain knowledge about labour legislation and emerging issues					
CEO2: Give students insight on laws on working conditions					
COE3: Make students understand important industrial relations laws					
CEO4: To provide insight on wages and labour laws					
CEO5: To provide conceptual framework related to laws for labour welfare and social security					
UNIT - I	Introduction to Labour Legislation				Lecture Hrs: 10
Labor Laws: Concept, Origin- International Labor Organization and Indian Labor Legislations, Indian Constitution and Labor Legislations, Labor Policy, Emerging Issues and Future Trends					
UNIT - II	Laws on Working Conditions				Lecture Hrs: 10
The Factories Act, 1948, The Mines Act, 1952, Shops and Establishment Law, Contract Labor (Regulation and Abolition Act, 1986), Child Labor (Prohibition and Regulation Act, 1986)					
UNIT - III	Industrial Relations Laws				Lecture Hrs:12
Trade Union Act, 1926, Industrial Disputes Act, 1947, Industrial Employment (Standing Orders) Act, 1946, Industrial Discipline and Misconduct, Domestic Enquiry					
UNIT - IV	Wages and Labour Laws				Lecture Hrs:12
Minimum Wages Act, 1948, Payment of Wages Act, 1936, Payment of Bonus Act, 1965, Equal Remuneration Act, 1976					
UNIT - V	Laws for Labour Welfare and Social Security				Lecture Hrs:12
Social Security- An Overview, The Workmen’s Compensation Act, 1923, The Employees’ State Insurance Act, 1948, The Maternity Benefit Act, 1961, The Employee’s Provident Fund, The Payment of Gratuity Act, 1972.					
Course Outcomes:					
On successful completion of the course the student will be able to,					POs & PSOs related to COs
CO1	Demonstrate the knowledge on the Concept, Importance, Indian and International labor legislation				PO1, PO2, PO3, PO6, PSO1, PSO2
CO2	Apply the laws on working conditions				PO1, PO2, PO3, PO6, PSO1, PSO2
CO3	Analyze the different industrial relations laws				PO1, PO2, PO3, PO6, PSO1, PSO2
CO4	Explain the importance of wages and labour laws				PO1, PO2, PO3, PO6, PSO1, PSO2
CO5	Analyse the laws for labour welfare and social security				PO1, PO2, PO3, PO6, PSO1, PSO2



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES

(Autonomous)

Department of Management Studies

QUESTION BANK

Labour Law and Legislation (22MBA236C)



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES

[AUTONOMOUS], CHITTOOR - 517 127

DEPARTMENT OF MANAGEMENT STUDIES

Text Books:

1. Industrial Relations, Trade Unions and Labour Legislations, Sinha, Sakher, Pearson education, New Delhi, 2017.
2. Labour & Industrial Laws, S.N.Mishra, 2000.

Reference Books:

1. Industrial Relations, Venkatarantnam, C.S., Oxford University Press, New Delhi, 2017.
2. Guide to Disciplinary Action, Dutta, S.K., Tata McGraw Hill, New Delhi, 2000.
3. Managing Human Resources, Monappa, A., Tata McGraw Hill, New Delhi, 2010.

Online Learning Resources:

<https://labour.gov.in/labour-law-reforms>
https://www.indiacode.nic.in/handle/123456789/1441?sam_handle=123456789/1362
<https://indiankanoon.org/doc/142278/>
<https://www.britannica.com/topic/child-labour>

COURSE OUTCOMES VS POs MAPPING (DETAILED; HIGH:3; MEDIUM:2; LOW:1):

Course	PO	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PSO1	PSO2
	CO										
C2306C : LABOUR LAW AND LEGISLATION	C2306C.1	2	2	1	-	-	2	-	-	2	1
	C2306C.2	2	2	1	-	-	3	-	-	2.3	1
	C2306C.3	2	2	2	-	-	2	-	-	2	2
	C2306C.4	2	2	1	-	-	2	-	-	2	1
	C2306C.5	2	2	1	-	-	2	-	-	2	1
	C2306C	2	2	1.2	-	-	2.2	-	-	2.1	1.2



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)

Department of Management Studies

QUESTION BANK

Labour Law and Legislation (22MBA236C)

QUESTION BANK

Unit I – Introduction to Labour Legislation

Q. No.	Question	Bloom's Level
	2 Marks questions	
1	Define labour legislation.	Remembering
2	What is the significance of ILO?	Understanding
3	State any two objectives of labour laws in India.	Remembering
4	What is meant by "Labour Policy"?	Understanding
5	Mention any two emerging issues in labour legislation.	Remembering
6	Explain the role of the Indian Constitution in labour welfare.	Understanding
7	What do you mean by industrial jurisprudence?	Understanding
8	List out the fundamental rights related to labour.	Remembering
9	Define the term "Industrial Relations".	Remembering
10	What are future trends in labour legislation?	Understanding
	10 Marks questions	
11	Explain the concept and importance of labour legislation in India.	Understanding
12	Discuss the origin and objectives of the International Labour Organization.	Understanding
13	Analyze the relationship between the Indian Constitution and labour laws.	Analyzing
14	Examine the evolution of labour legislation in India.	Analyzing
15	Discuss the labour policy and its impact on industrial relations.	Evaluating
16	Evaluate the role of ILO conventions in shaping Indian labour laws.	Evaluating
17	Explain the emerging issues and challenges in labour legislation.	Analyzing
18	Critically evaluate the role of labour laws in maintaining industrial peace.	Evaluating
19	Compare international and Indian perspectives of labour legislation.	Analyzing
20	Formulate suggestions for improving labour legislation in India.	Creating



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)

Department of Management Studies

QUESTION BANK

Labour Law and Legislation (22MBA236C)

Unit II – Laws on Working Conditions

Q. No.	Question	Bloom's Level
	2 Marks questions	
1	Name the key provisions of the Factories Act, 1948.	Remembering
2	What is the objective of the Mines Act, 1952?	Remembering
3	Mention two provisions under the Shops and Establishments Act.	Remembering
4	Define contract labour.	Remembering
5	State any two features of the Child Labour (Prohibition and Regulation) Act, 1986.	Understanding
6	What is meant by “working conditions”?	Understanding
7	Explain the importance of regulating contract labour.	Understanding
8	State any two responsibilities of employers under the Factories Act.	Remembering
9	What are the penalties under the Mines Act?	Remembering
10	Why was the Child Labour Act introduced?	Understanding
	10 Marks questions	
11	Explain in detail the provisions of the Factories Act, 1948.	Understanding
12	Discuss the objectives and features of the Mines Act, 1952.	Understanding
13	Analyze the importance of the Shops and Establishments Law in India.	Analyzing
14	Examine the key provisions of the Contract Labour (Regulation and Abolition) Act, 1986.	Analyzing
15	Explain the role of the Child Labour Act in protecting minors.	Understanding
16	Compare the working condition laws for factories and mines.	Analyzing
17	Evaluate the effectiveness of the Contract Labour Act in India.	Evaluating
18	Discuss the impact of working condition laws on industrial safety.	Evaluating
19	Explain the challenges in implementing working condition laws.	Analyzing
20	Propose reforms to improve laws on working conditions.	Creating



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)

Department of Management Studies

QUESTION BANK

Labour Law and Legislation (22MBA236C)

Unit III – Industrial Relations Laws

Q. No.	Question	Bloom's Level
	2 Marks questions	
1	What is a trade union?	Remembering
2	Mention the year of enactment of the Trade Union Act.	Remembering
3	Define “industrial dispute”.	Remembering
4	What are standing orders?	Understanding
5	State any two provisions of the Industrial Disputes Act, 1947.	Remembering
6	What do you mean by “domestic enquiry”?	Understanding
7	Mention the purpose of the Industrial Employment (Standing Orders) Act, 1946.	Remembering
8	What is industrial discipline?	Understanding
9	State any two causes of industrial disputes.	Understanding
10	Define the term “conciliation”.	Remembering
	10 Marks questions	
11	Explain the objectives and provisions of the Trade Union Act, 1926.	Understanding
12	Analyze the importance of the Industrial Disputes Act, 1947.	Analyzing
13	Discuss the Industrial Employment (Standing Orders) Act, 1946 in detail.	Understanding
14	Explain the process of domestic enquiry and its significance.	Understanding
15	Analyze the causes and consequences of industrial disputes.	Analyzing
16	Evaluate the role of trade unions in maintaining industrial harmony.	Evaluating
17	Discuss the disciplinary procedures in industrial relations.	Understanding
18	Compare different methods of industrial dispute resolution.	Analyzing
19	Examine the effectiveness of conciliation and arbitration in dispute settlement.	Evaluating
20	Suggest measures to improve industrial relations in India.	Creating



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)

Department of Management Studies

QUESTION BANK

Labour Law and Legislation (22MBA236C)

Unit IV – Wages and Labour Laws

Q. No.	Question	Bloom's Level
	2 Marks questions	
1	What is minimum wage?	Remembering
2	Mention the year of enactment of the Payment of Wages Act.	Remembering
3	What is bonus?	Remembering
4	Define "equal remuneration".	Understanding
5	State the objectives of the Minimum Wages Act, 1948.	Understanding
6	Who is an employer under the Payment of Bonus Act?	Remembering
7	Mention any two provisions of the Equal Remuneration Act, 1976.	Understanding
8	What is meant by wage fixation?	Understanding
9	List out the components of wages.	Remembering
10	What is the purpose of the Payment of Wages Act, 1936?	Understanding
	10 Marks questions	
11	Explain the provisions and objectives of the Minimum Wages Act, 1948.	Understanding
12	Discuss the Payment of Wages Act, 1936 in detail.	Understanding
13	Examine the Payment of Bonus Act, 1965 and its implications.	Analyzing
14	Analyze the Equal Remuneration Act, 1976 and its importance.	Analyzing
15	Evaluate the effectiveness of wage legislations in India.	Evaluating
16	Compare the wage policies under different labour laws.	Analyzing
17	Explain the procedure for wage fixation and revision.	Understanding
18	Critically evaluate the role of minimum wages in poverty reduction.	Evaluating
19	Discuss the challenges in implementing wage laws.	Analyzing
20	Suggest reforms to improve wage administration in India.	Creating



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)

Department of Management Studies

QUESTION BANK

Labour Law and Legislation (22MBA236C)

Unit V – Laws for Labour Welfare and Social Security

Q. No.	Question	Bloom's Level
	2 Marks questions	
1	Define “social security”.	Remembering
2	What is the objective of the Workmen’s Compensation Act, 1923?	Understanding
3	Mention two benefits under the ESI Act, 1948.	Remembering
4	Define maternity benefit.	Remembering
5	What is provident fund?	Remembering
6	Mention two features of the Gratuity Act, 1972.	Understanding
7	Who is eligible for gratuity?	Remembering
8	What is the role of social security in employee welfare?	Understanding
9	Mention two objectives of the Maternity Benefit Act.	Remembering
10	Define “dependent” under the Workmen’s Compensation Act.	Understanding
	10 Marks questions	
11	Explain the concept and need for social security in India.	Understanding
12	Discuss the provisions of the Workmen’s Compensation Act, 1923.	Understanding
13	Examine the benefits under the Employees’ State Insurance Act, 1948.	Analyzing
14	Analyze the key features of the Maternity Benefit Act, 1961.	Analyzing
15	Explain the objectives and provisions of the Payment of Gratuity Act, 1972.	Understanding
16	Evaluate the role of social security laws in ensuring employee welfare.	Evaluating
17	Compare various social security schemes for employees in India.	Analyzing
18	Critically analyze the challenges in implementing social security laws.	Evaluating
19	Discuss the recent amendments related to social security and labour welfare.	Understanding
20	Propose measures to strengthen the social security system in India.	Creating

ALL THE BEST