

**M. SC. IN HOSPITALITY
ADMINISTRATION (MHA)**

Term-End Examination

December, 2025

MHA-20 : LABOUR LAWS

Time : 3 Hours

Maximum Marks : 100

Note : (i) *Attempt any **five** questions.*

(ii) *All questions carry equal marks.*

1. Discuss the role of the Indian Constitution in protecting and promoting the welfare of labour. 20
2. Discuss the provisions related to the safety and welfare of workers under the Factories Act, 1948. 20
3. Discuss the objectives behind the enactment of the shops and establishment law. Also explain its impact on the hospitality business. 20

4. Discuss the objective and main features of the Trade Unions Act, 1926. 20
5. Write short notes on any *two* of the following : 2×10=20
 - (i) Difference between retrenchment and lay off
 - (ii) Definition of Industry under the Industrial Disputes Act, 1948
 - (iii) Bonus
6. Define 'wages'. Also discuss the permissible deductions made from wages. 20
7. What are the benefits of the Employees' Pension Scheme, 1995 ? How is it different from the Employees' Provident Fund Scheme, 1952 ? 20
8. Discuss the provisions regarding lay-off, retrenchment, and closure under the Industrial Disputes Act, 1948. 20
9. Critically examine the main features of the Minimum Wages Act, 1948. 20

[3]

10. Write short notes on any *two* of the following : 2×10=20

- (a) Classification of Labour Law
- (b) Employment Exchange
- (c) The Apprentices Act, 1961

× × × × ×