

Total No. of Questions : 5]

SEAT No. :

PF-12678

[Total No. of Pages : 2

[6648]-860

M.B.A.

SE HRM-16 : LABOUR WELFARE
(2024 Pattern) (Semester - IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) All questions are compulsory.
- 2) Draw neat diagrams & state examples wherever necessary.

Q1) Answer the following questions in one or two sentences. (Any 5) : [10]

- a) Define Labour Administration.
- b) State any two principles of Labour Welfare.
- c) What is meant by Industrial Peace?
- d) Mention any two welfare provisions under the Bombay Shops and Establishments Act, 1948.
- e) Define Social Security.
- f) State any two duties of a Labour Welfare Officer.
- g) What is Occupational Health?
- h) Mention any two welfare measures for women workers.

Q2) Answer in Brief (Any two) :

[10]

- a) Explain the historical development of Labour Welfare in India.
- b) Discuss the role of NGOs and Local Self-Government in Labour Welfare.
- c) Explain the importance of Employee well-being in organizational success.

P.T.O.

Q3) Attempt Any One :

[10]

- a) Explain the objectives, need, scope and classification of Labour Welfare with suitable examples.

OR

- b) Discuss Labour Welfare Practices in IT and Manufacturing Industries with suitable examples.

Q4) Attempt Any One :

[10]

- a) Explain working conditions in factories with special reference to safety measures and accident prevention.

OR

- b) Discuss various Labour Welfare Programs and Services such as health, education, recreation and counselling facilities.

Q5) Attempt Any One :

[10]

- a) Evaluate the impact of Labour Welfare on employee productivity and organizational effectiveness.

OR

- b) **TechFab Industries Ltd.** is a large manufacturing organization that has recently adopted digital technologies such as Artificial Intelligence (AI), Internet of Things (IoT), automation, wearable safety devices and cloud-based HR systems to improve operational efficiency. The workforce consists of both shop-floor workers and digitally skilled employees. While these technological advancements have increased productivity, employees have expressed concerns regarding work-related stress, digital fatigue, skill obsolescence, data privacy and adapting to new technologies.

The management believes that traditional labour welfare measures are no longer sufficient and wants to develop a modern welfare framework that leverages digital technologies to enhance employee well-being, safety, engagement and work-life balance.

As a Labour Welfare Consultant, analyze the future trends and innovative opportunities in labour welfare in the digital era. Suggest suitable digital welfare initiatives and explain how they can improve employee well-being, productivity and workplace safety.

