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Third Semester MBA Degree Examination, Dec.2018/Jan.2019 Industrial Relations and Legislations

Time: 3 hrs.

Max. Marks:80

**Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.
2. Question No. 8 is compulsory.**

- 1 a. Define industrial relations. (02 Marks)
b. Discuss the objectives of IR. (06 Marks)
c. Explain the approaches to industrial relations. (08 Marks)
- 2 a. Define trade union. (02 Marks)
b. Discuss the functions of trade union. (06 Marks)
c. What are the measures to strengthen trade union movement in India in the current century? (08 Marks)
- 3 a. What is collective bargaining? (02 Marks)
b. Discuss the objectives of worker's participation in management. (06 Marks)
c. Discuss the approaches to manage discipline in industry. (08 Marks)
- 4 a. What is grievance? (02 Marks)
b. Explain the model grievance procedure suggested by the National Commission of Labour. (06 Marks)
c. What is collective bargaining? Explain the process of collective bargaining. (08 Marks)
- 5 a. What is Bonus as per 'Payment of Bonus Act 1965'? (02 Marks)
b. Explain 'Set-off' and 'Set-on' under Bonus Act. (06 Marks)
c. Explain the benefits under ESI Act, 1948. (08 Marks)
- 6 a. Define 'Factory' as per Factories Act 1948. (02 Marks)
b. What are the conditions for the payment of maternity benefits under Maternity Benefits Act? (06 Marks)
c. Explain the authorized deductions to be made from the wages of employees under the payment of Wages Act 1936. (08 Marks)
- 7 a. Define the term strike and lock out under Industrial Dispute Act 1947. (02 Marks)
b. Briefly explain the provisions of the Factories Act 1948 relating to 'Health' and 'Welfare' of workers. (06 Marks)
c. What are the salient features of EPF Act? (08 Marks)
- 8 **CASE STUDY: (Compulsory)**
 - a. The election of a Trade Union office-bearers takes place in ABC Manufacturing factory. Apart from the five workers employed in the factory a trade union member and a non-employee of ABC manufacturing factory desires to become the office bearer. Is he eligible for the post of an office-bearer? (04 Marks)
 - b. A gardener in a MD's house is paid by the company to which the Director's bungalow is attached. Is the gardener an employee of the company? (04 Marks)
 - c. Mr. Santosh, a worker who was abused by his superior immediately approaches the trade union representative of his unit for seeking redress from the conciliation officer. Is the approach of Mr. Santosh to redress his grievance is proper? (04 Marks)
 - d. Manager Murali asks Manohar a worker to work in the morning shift for four hours and in the afternoon shift for four hours? Is it correct? (04 Marks)

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Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and /or equations written eg. 42+8 = 50, will be treated as malpractice.