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Third Semester MBA Degree Examination, Feb./Mar. 2022 Industrial Relations and Labour Law

Time: 3 hrs.

Max. Marks: 100

**Note: 1. Answer any FOUR full questions from Q1 to Q7.
2. Question No. 8 is compulsory.**

1.
 - a. What is industrial relation? (03 Marks)
 - b. What are the guiding principles of labour legislation in India? Explain. (07 Marks)
 - c. Discuss the provisions regarding health and welfare of workers laid down Factories Act 1948. (10 Marks)

2.
 - a. Define the term factory under Factories Act 1948. (03 Marks)
 - b. Brief on the provisions of contract Labour (Regulation and Abolition) Act 1970. (07 Marks)
 - c. Discuss the circumstances under which the employer is liable to pay compensation to a workman under Workmen's Compensation Act 1923. (10 Marks)

3.
 - a. State the objectives of the payment of Gratuity Act 1972. (03 Marks)
 - b. What are the different kinds of disablement and compensation payable for worker under Workmen's Compensation Act 1923? (07 Marks)
 - c. Explain in detail the types of benefits offered to insured person under ESI Act 1948. (10 Marks)

4.
 - a. Define the term strike and lockout under Industrial Dispute Act 1947. (03 Marks)
 - b. Explain the provisions of Minimum Wages Act 1926. (07 Marks)
 - c. What are the permissible deductions from the wages of the employee governed under Payment of Wages Act 1936? (10 Marks)

5.
 - a. State and brief an classification of workmen under Industrial Employment (standing order) Act 1946. (03 Marks)
 - b. What do you mean by maternity benefit? Explain the important provision of Maternity Benefit Act. (07 Marks)
 - c. Briefly explain the procedure for settlement of industrial disputes and authorities under Industrial Dispute Act 1947. (10 Marks)

6.
 - a. What is bonus? (03 Marks)
 - b. Discuss in detail the process of registration and cancellation of trade union. (07 Marks)
 - c. Briefly explain the rights and duties of registered trade union. (10 Marks)



- 7 a. Define the term partial disablement. (03 Marks)
b. Enumerate on the steps for the determination of the bonus amount under Payment of Bonus Act 1965. (07 Marks)
c. Explain the obligations of employers under ESI Act 1948. (10 Marks)

8 CASE STUDY [Compulsory]

1. The manager of an Adarsh steel factory asks an employee to work for 70 hours including over time in week. State the reasons whether the worker is bound to work for such long hours in a week. (05 Marks)
2. The deceased workman was a watchman employed by the Port Trust at its pumping station at Carnac Bunder Bombay. He was on night duty on the night of 20th August and the hours of his duty were 7pm to 7am. At 1am on August 20th the deceased complained a pain in his chest and was asked to lie down. His condition deteriorated and at about 6am he died. The medical evidence showed that he was suffering from heart disease and that the death was brought about by the strain caused to the deceased being on his legs for a certain period of time. Wife of the deceased filed an application for compensation from the Port Trust and presented the medical evidences in the support with her claim. She agreed that her husband died of injury by an accident arising out of and in the course of his employment.

Port Trust denied the liability and agreed that the deceased did not die of injury by an accident arising out of an in the course of his employment but he died of his bad health. (05 Marks)

Questions :

- Did the deceased die to injury by an accident arising out of and in the course of his employment? Give reasons for the answer.
3. The working hours including rest interval of woman employed in a factory have been fixed from 2pm to 11pm. Is this working hours valid? Give reasons for the answer. (05 Marks)
4. An employer imposes a fine on an employee and deducts it from his wages. What provisions of the payment of Wages Act 1936 does he violate and what is the remedy available to the employees. (05 Marks)

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