

MBA
(SEM III) THEORY EXAMINATION 2022-23
EMPLOYEE RELATIONS AND LABOUR LAWS

Time: 3 Hours

Total Marks: 100

Note: Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt *all* questions in brief. 2 x 10 = 20
- Define Industrial Relations.
 - What is Industrial Democracy?
 - Define misconduct.
 - What do you mean by Collective Bargaining?
 - Define occupier.
 - What is the concept of wages?
 - Define Confinement, Corporation under ESI (Act).
 - What is the Meaning of Contract Labour?
 - Define Corporation and Direct Tax.
 - Who are known as Inspectors?

SECTION B

2. Attempt any *three* of the following: 10 x 3 = 20
- Briefly describe the nature and scope of IR.
 - What are the different types of Penalties for Indiscipline?
 - Write the responsibility of the employer in relation to payment of wages act.
 - Explain about the advisory boards as per the CSI Act.
 - Define Appropriate Government and employee as per payment of Gratuity Act.

SECTION C

3. Attempt any *one* part of the following: 10 x 1 = 10
- Explain the emerging challenges of IR in India. What are the challenges in India?
 - What are the problems faced by trade unions?
4. Attempt any *one* part of the following: 10 x 1 = 10
- Describe the various weapons used by workers and management for industrial disputes.
 - Describe the provision of the Industrial Employment (standing orders) Act, 1961.
5. Attempt any *one* part of the following: <https://www.aktuonline.com> 10 x 1 = 10
- Discuss the Objective and various provisions of the Factories Act, 1948.
 - How the Licensing and Registration of Factories Act done? Also discuss its provisions & Objectives.
6. Attempt any *one* part of the following: 10 x 1 = 10
- Explain the payment of Wages Act, 1936.
 - Briefly discuss the provisions of Employee State Insurance Act 1948.
7. Attempt any *one* part of the following: 10 x 1 = 10
- Explain the Salient features of the Maternity (Amendment) Bill, 2016.
 - Discuss the provisions of Payment of Bonus Act, 1965.