

MBA
(SEM-III) THEORY EXAMINATION 2018-19
INDUSTRIAL RELATIONS & LABOUR LAWS

*Time: 3 Hours**Total Marks: 70***Note: 1.** Attempt all Sections. If require any missing data; then choose suitably.**SECTION A****1. Attempt all questions in brief. 2 x 7 = 14**

- a. What is industrial relation in HR?
- b. What are the functions of industrial relations?
- c. Why the trade union was formed?
- d. What is the importance of collective bargaining?
- e. How trade union is registered?
- f. What is the objective of Employees State Insurance Act 1948?
- g. When Bonus Act is applicable?

SECTION B**2. Attempt any three of the following: 7 x 3 = 21**

- a. Explain the types of trade union?
- b. What are the stages of collective bargaining process?
- c. Describe the employer's liability for compensation under Workmen's Compensation Act, 1923
- d. Describe the penalties and procedure under the trade union act 1926.
- e. Write a brief note on the maternity benefit act 1961.

SECTION C**3. Attempt any one part of the following: 7 x 1 = 7**

- (a) Explain the types of organizations to which the trade unions in India are affiliated.
- (b) How can industrial disputes be resolved?

4. Attempt any one part of the following: 7 x 1 = 7

- (a) Explain the causes of industrial disputes?
- (b) Write various provisions under The payment of wages act 1923.

5. Attempt any one part of the following: 7 x 1 = 7

- (a) Write a brief note on The Workmen's Compensation Act?
- (b) Write the Main provisions of Factories Act, 1948.

6. Attempt any one part of the following: 7 x 1 = 7

- (a) What is Employee Provident Fund Scheme 1952? How much PF is deducted from the salary?
- (b) Define the provisions of industrial dispute act 1947.

7. **Attempt any *one* part of the following:**

7 x 1 = 7

- (a) Who is covered under Gratuity Act 1972? How is Gratuity Act 1972 calculated?
- (b) Describe the employer's liability for compensation under Workmen's Compensation Act, 1923.

RMBHR03 CORRECTION E 31.12.18

Kindly Read Q.7 b) as

Write various provisions under Contract Labor (Abolition & regulative) act.