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Paper Id: 232066

Sub Code: KMBIHR01

Roll No. [ ]

MBA – INTEGRATED
(SEM VII) 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**
   (a) What is Trade Union?
   (b) List the importance of Industrial Democracy & Participative Management.
   (c) Define the term 'Grievance'.
   (d) Define Discipline.
   (e) Define the term 'Arbitration'.
   (f) What is Wage?
   (g) Identify the importance of 'The payment of Minimum Wages Act, 1936.'
   (h) What do you mean by Contract Labor?
   (i) Define the term Gratuity
   (j) What is the object of the Payment of Gratuity Act, 1972?

SECTION B

2. **Attempt any *three* of the following:** **10x3 = 30**
   (a) Outline the emerging challenges of Industrial Relations in India.
   (b) Explain in detail the 'Grievance handling procedure'. How an unresolved Grievance can hamper the smooth working of an organization. Comment.
   (c) Mention in detail several Industrial disputes machinery in India.
   (d) Explain the applicability of ESIC Act.
   (e) List out the main provisions of Employee's Provident fund and Miscellaneous Provisions Act, 1952.

SECTION C

3. **Attempt any *one* part of the following:** **10x1=10**
   (a) Explain the problems of Trade Unions in India.
   (b) Write down the importance of Employee Relations Management. Also, state several tools to improve employee relations

4. **Attempt any *one* part of the following:** **10x1=10**
   (a) Define the term 'Collective Bargaining'. Also, write its importance with reference to an organization
   (b) Write an essay on Grievance Function in IR

5. **Attempt any *one* part of the following:** **10x1=10**
   (a) State the several provisions of Workmen's Compensation Act, 1972.
   (b) Write a short note on "The Industrial Disputes Act, 1947"

6. **Attempt any *one* part of the following:** **10x1=10**
   (a) State several provisions of 'Payment of minimum wages Act 1936'
   (b) State the main provisions of Child Labor Act (Abolition & Regulative), 1986

7. **Attempt any *one* part of the following:** **10x1=10**
   (a) Write down the main provisions of 'The payment of Gratuity Act, 1972'.
   (b) Write the main provisions of "The payment of Bonus Act, 1965,"

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