Sub Code: KMBHR03

Paper Id: 270358 Roll No: | | | | | | | | | | | | | |

MBA

(SEM III) THEORY EXAMINATION 2019-20

EMPLOYEE RELATIONS AND LABOUR LAWS

Time: 3 Hours ***Total Marks: 100***

Note: 1. Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt *all* questions in brief. 2 x 10 = 20

Qno.	Question	Marks	CO
a.	Write the importance of Trade Union.	2	1
b.	List the importance of Industrial Democracy & Participative Management.	2	1
c.	Define the term 'Grievance'	2	2
d.	Give the importance of Collective Bargaining.	2	2
e.	Define the term 'Arbitration'.	2	3
f.	Explain the term 'Joint Councils'.	2	3
g.	Identify the importance of 'The payment of Minimum Wages Act, 1936.'	2	4
h.	Write down the objectives of Trade Unions Act, 1926.	2	4
i.	Define the term 'Provident Fund'.	2	5
j.	Discuss the term Gratuity.	2	5

SECTION B

2. Attempt any *three* of the following:

Qno.	Question	Marks	CO
a.	Explain the problems of Trade Unions in India.	10	1
b.	Write a note on disputes settlement machinery in India.	10	2
c.	Mention in detail several Industrial disputes machinery in India.	10	3
d.	State the main provisions of Child Labor Act (Abolition & Regulative), 1986	10	4
e.	List out the main provisions of Employee's Provident Fund & Miscellaneous Provisions Act, 1952.	10	5

SECTION C

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

Qno.	Question	Marks	CO
a.	Write down the importance of Employee Relations Management. Also, state several tools to improve employee relations.	10	1
b.	Outline the emerging challenges of Industrial Relations in India.	10	1

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

Qno.	Question	Marks	CO
a.	Define the term 'Collective Bargaining'. Also, write its importance with reference to an organization.	10	2
b.	Explain in detail the 'Grievance handling procedure'. How an unresolved Grievance can hamper the smooth working of an organization.Comment.	10	2

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

Qno.	Question	Marks	CO
a.	Discuss the role and responsibilities of safety and health professional regarding the industrial hygiene. Explain the typical categories of hazards in the workplace.	10	3
b.	State the several provisions of Workmen's Compensation Act, 1972.	10	3

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

Qno.	Question	Marks	CO
a.	Give an overview of 'The Trade Union Act, 1926'.	10	4
b.	State several provisions of 'Payment of minimum wages Act 1936'.	10	4

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

Qno.	Question	Marks	CO
a.	List out the main provisions of 'Payment of Bonus Act, 1965'.	10	5
b.	Write down the main provisions of 'The payment of Gratuity Act, 1972'.	10	5

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