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Paper Id: 232355 Roll No. | | | | | | |

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**

a. Define Industrial Relations.
b. What is Industrial Democracy?
c. Define misconduct.
d. What do you mean by Collective Bargaining?
e. Define occupier.
f. What is the concept of wages?
g. Define Confinement, Corporation under ESI (Act).
h. What is the Meaning of Contract Labour?
i. Define Corporation and Direct Tax.
j. Who are known as Inspectors?

SECTION B

2. Attempt any *three* of the following: **10 x 3 = 20**

a. Briefly describe the nature and scope of IR.
b. What are the different types of Penalties for Indiscipline?
c. Write the responsibility of the employer in relation to payment of wages act.
d. Explain about the advisory boards as per the CSI Act.
e. 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**

a. Explain the emerging challenges of IR in India. What are the challenges in India?
b. What are the problems faced by trade unions?

4. Attempt any *one* part of the following: **10 x 1 = 10**

a. Describe the various weapons used by workers and management for industrial disputes.
b. Describe the provision of the Industrial Employment (standing orders) Act, 1961.

5. Attempt any *one* part of the following: **10 x 1 = 10**

a. Discuss the Objective and various provisions of the Factories Act, 1948.
b. 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**

a. Explain the payment of Wages Act, 1936.
b. Briefly discuss the provisions of Employee State Insurance Act 1948.

7. Attempt any *one* part of the following: **10 x 1 = 10**

a. Explain the Salient features of the Maternity (Amendment) Bill, 2016.
b. Discuss the provisions of Payment of Bonus Act, 1965.

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