Sub Code: RMBHR03

Paper Id: 270305 Roll No:

MBA

(SEM III) THEORY EXAMINATION 2019-20

INDUSTRIAL RELATIONS & LABOUR LAWS

Time: 3 Hours *Total Marks: 70*

Notes: *Attempt all Sections. Assume any missing data suitably.*

SECTION A

1. Attempt *all* questions in brief. 2 x 7 = 14

a.	Give the objectives of Trade Unions.
b.	Define 'Collective Bargaining'.
c.	Illustrate the meaning of 'Lock Outs'.
d.	What is meant by 'Contract Labor'?
e.	Explain 'Provident Fund'.
f.	Outline the meaning of 'Grievance'.
g.	Write the importance of Employee Participation.

SECTION B

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

a.	Briefly explain the different types of Employee Relations Management Tools to manage the cordial industrial relations.
b.	Discuss the Grievance handling procedure in detail.
c.	State in detail several provisions of 'The Industrial Disputes Act, 1947'.
d.	Define the term 'Contract Labor', Also identify the major provisions of 'The Contract Labor (Abolition & Regulative)'.
e.	Define the term 'Provident Fund'. Write the importance of the Employee's Provident Fund & Miseellaneous Provisions Act 1952.

SECTION C

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

(a)	Define and state the importance of Industrial Relations in India.
(b)	Explain in detail the emerging issues/challenges of Trade Unions in India.

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

(a)	Discuss in detail the impact of collective Bargaining on industrial relations.
(b)	Identify several methods of Employee Participation in management.

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

(a)	Write a short note on: (i) Factory, (ii) Worker, (iii) Industry
(b)	State the several health and welfare provisions of 'The Factories Act, 1948'

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

(a)	Write the importance and main provisions of ESI Act, 1948.
(b)	Outline the importance of Trade Unions Act, 1926 in India.

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

(a)	What do you understand by Gratuity? Identify the objectives and importance of 'The Payment of Gratuity Act, 1972'
(b)	State the main provisions of 'The Maternity Benefit Act, 1961'

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