

Reg. No.

Question Paper Code

21307

MBA - DEGREE EXAMINATIONS, NOV/DEC 2022

Third Semester

Master of Business Administration

20MBHR306 - INDUSTRIAL RELATIONS AND LABOUR LEGISLATION

(Regulations 2020)

Duration: 3 Hours

Max. Marks: 100

PART - A (10 × 2 = 20 Marks)

Answer ALL Questions

- | | <i>Marks,
K-Level, CO</i> |
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| 1. Recall objects of The factories Act. | 2,K1,CO1 |
| 2. State the minimum requirement about membership in the Trade Union in India. | 2,K1,CO1 |
| 3. Express the procedure for fixing and revising minimum wages. | 2,K2,CO2 |
| 4. Explain the term minimum wage. | 2,K2,CO2 |
| 5. Determine benefit period under ESI act. | 2,K3,CO3 |
| 6. Deduce disqualification for bonus. | 2,K4,CO4 |
| 7. Articulate the object of standing orders act. | 2,K3,CO3 |
| 8. Interpret the term nursing breaks. | 2,K3,CO3 |
| 9. Describe contract labour. | 2,K2,CO2 |
| 10. Define child labour. | 2,K1,CO1 |

PART - B (5 × 13 = 65 Marks)

Answer ALL Questions

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| 11. a) Discuss the rights, liabilities and duties of a registered trade union. | 13,K4,CO1 |
| OR | |
| b) Explain health provisions under the factories act. | 13,K5,CO1 |
| 12. a) Explain the provisions relating to compensation of workmen under workmen's compensation act 1923. | 13,K5,CO2 |
| OR | |
| b) Explain the overview of the minimum wages act 1948. | 13,K5,CO2 |
| 13. a) Explain the provisions relating to calculation of Bonus and set-on and set-off of allocable surplus. | 13,K5,CO3 |
| OR | |
| b) Describe the provisions pertaining to provident funds under EPF act 1952. | 13,K4,CO3 |

K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze; K5 – Evaluate; K6 – Create

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14. a) Discuss the provisions relating to equal remuneration to men and women under equal remuneration act 1976. 13,K4,CO4

OR

b) Explain the various kinds of leave under maternity Benefit Act 1961. 13,K5,CO4

15. a) Explain provisions of contract labour act 1970 and also state which establishments are excluded. 13,K5,CO5

OR

b) Explain causes of child labour in India and discuss relevant provisions regarding the same. 13,K5,CO5

PART - C (1 × 15 = 15 Marks)
(Compulsory)

16. Stephen Garment company has 1500 women employees. Women workers are not provided with minimum amenities like toilets, and canteen facilities. Some pregnant women have applied for leave for 6 months. The company refuses to provide maternity benefits to the women workers in the factory. The company does not pay adequate wages to the employees. There is neither social security nor provident fund and employee insurance. Equal pay for equal work is not there is the organization and the equality of justice is totally ignored. Lot of exploitation of women prevailed in the organization from several angles. Working lunch is to be purchased at exorbitant prices.
The women are demoralized and frustrated with the attitude of management of the company. Quality and production in the company suffered a setback. Women are planning to quit the company. 15,K5,CO6

Questions:

1. What are the welfare measures to be provided by the company?
2. What quality retention methods should be initiated by the company to retain the quitting employees?