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**MBA**  
**(SEM III) THEORY EXAMINATION 2023-24**  
**EMPLOYEE RELATIONS AND LABOUR LAWS**

TIME: 3HRS

M.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

Q no.	Question	Marks	CO
a.	Who are directly affected by Industrial Laws?	2	1
b.	Why Employees Join Trade Unions? Give any two reasons.	2	1
c.	What do you mean by Collective Bargaining?	2	2
d.	Define Code of Discipline	2	2
e.	What is meant by the term "Adolescent"?	2	3
f.	State Social Security	2	3
g.	Define "Appropriate Government".	2	4
h.	Write few lines on The Maternity Benefit Act, 1961.	2	4
i.	Give the definition of Bonus	2	5
j.	What is Arbitration?	2	5

**SECTION B**

2. Attempt all of the following:

10x3=30

	<p><b>Read the following case study carefully and answer the questions at the end.</b></p> <p style="text-align: center;"><b>CASE</b></p> <p>On July 25, 2005, the management of the Honda Motorcycle &amp; Scooter India (Private) Limited, (HMSI), a wholly-owned subsidiary of Honda Motor Company Limited (HMCL), encountered violent protests from workers that disrupted production at their plant in Gurgaon. HMSI was established on August 20, 1999, and a plant was set up at Manesar to manufacture two-wheelers for the Indian market. HMCL made an initial investment of ` 3 billion to establish the plant which had an annual production capacity of 200,000.</p> <p>HMSI workers were severely beaten up by the police, and newspapers and TV channels gave wide coverage to the violence of the action. The protest followed six months of simmering labor unrest at the HMSI factory in which the workers also resorted to job slowdown (since December 2004 when the workers' demand for an increase in wages was rejected by the HMSI management). With their demands being rejected by the management, the workers tried to form a trade union and this resulted in a confrontation with the management. Fifty workers of the production team were suspended and four others dismissed in May 2005. Apparently there was a show of strength between the management and the workers.</p> <p>While the management alleged that the workers were resorting to 'go-slow' tactics and were threatening not to return to work until their colleagues had been reinstated, the workers alleged that the management was using pressure tactics such as victimization of active union members and a 'lock-out' to break the back of the union.</p> <p>On July 25, 2005, the workers of the plant were demanding</p>	
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	<p>reinstatement of the suspended employees when some workers allegedly attacked policemen on the plant premises. This led to police intervention and a violent tussle ensued between the police and the workers in which workers protesting peacefully were also beaten up.</p> <p>The police were reported to have overreacted and it was alleged that they had been overzealous in protecting the interests of the HMSI management, even without any direct request from the company's.</p> <p>For companies, the incident brought to the fore the need to maintain sound industrial relations to ensure productive and profitable operations. The management and the workers traded allegations and counter allegations on what the root cause of the dispute was. They blamed each other for the situation that ultimately took an ugly turn on July 25, 2005. The management held the workers responsible for indiscipline and for slowing down production, while the workers insisted that there had been no indiscipline on their part and that the management was bringing up this issue only to prevent the formation of a trade union at HMSI.</p> <p>Some analysts charged that the incident was fallout of the long-term oppression and malpractices at the Gurgaon factory by the HMSI management. They alleged that HMSI's management had violated certain laws relating to the welfare of workers. It was reported that a worker had allegedly been kicked by a Japanese manager on the shop floor in December 2004. The services of four other workers who had come to his rescue were allegedly terminated.</p> <p><b>Questions</b></p>		
a.	Analyze the role of external parties such as trade unions; political parties etc., in disturbing the working environment in a company.	15	1
b.	Examine top management's role in maintaining a peaceful working environment.	15	1

**SECTION C**

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

10x1=10

a.	What is Industrial Relation? Explain the importance of industrial relations in maintaining peace and harmony.	10	1
b.	What are the functions of Trade Union? Explain the Need and Scope of Trade Union.	10	1

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

10x1=10

a.	Explain about importance and features of Collective Bargaining. What are the stages in collective bargaining process?	10	2
b.	Why are Grievances caused in an organization? How can these be redressed?	10	2

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

10x1=10

a.	Give a brief history of Factory Legislation. What is the object of the Factories Act? Discuss the scope and applicability of the Act.	10	3
b.	Write a brief note on The Workmen's Compensation Act.	10	3



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**6. Attempt any one part of the following: 10x1=10**

a.	What are the objectives and scope Child Labour (Prohibition & Regulation) Act, 1986. What are the Matters that fall within the jurisdiction of Labour Courts?	10	4
b.	Discuss the objective of The ESI Act. Explain the applicability of ESI Act. Highlight the coverage of ESI Act.	10	4

**7. Attempt any one part of the following: 10x1=10**

a.	Who is entitled to bonus under the Payment of Bonus Act, 1965? Explain the meaning of "Accounting year" under the Payment of Bonus Act, 1965.	10	5
b.	Who is covered under Gratuity Act 1972? How is Gratuity Act 1972 calculated?	10	5

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