

MBA

(SEM III) THEORY EXAMINATION 2017-18
INDUSTRIAL RELATIONS AND LABOUR ENACTMENTS

Time: 3 Hours

Total Marks: 70

Notes:

- Attempt all Sections.
- Assume any missing data.

SECTION - A

1. Attempt all questions in brief.

2 x 7 = 14

- Explain key players of labour relation system.
- Explain Dunlop's framework of industrial relation system.
- Elaborate upon Tripartite bodies.
- Define Progressive approach to discipline.
- Do internet businesses need to register under the Shops and Establishments Act?
- In which activities Contract labour is prohibited?
- Write down the formula to calculate gratuity.

SECTION - B

2. Attempt any three of the following:

7 x 3 = 21

- What are the recommendations of the second National Commission on labour with respect to fraud union registration and recognition?
- What do you mean by Grievance Handling Procedures? Elaborate upon the causes of grievance and model of grievance handling procedure.
- What are the implications of being a registered enterprise under the shop and Establishment Act, 1948?
- Write various provisions under The Trade Unions Act 1926.
- What is the concept of set on and set off? Explain with suitable example.

SECTION - C

3. Attempt any one part of the following:

7 x 1 = 7

- Discuss the social and political implications of industrial relation.
- Is there a change in the relationship between political parties and trade unions in the post liberalization period? What is the nature of such change? What are the reasons for the identified changes?

4. Attempt any one part of the following:

7 x 1 = 7

- Define Collective Bargaining. Discuss various types and level of collective Bargaining.
- Write short notes on:
 - Code of discipline
 - Industrial disputes settlement machinery in India

5. Attempt any one part of the following:

7 x 1 = 7

- Write important provisions of factories act, 1948.
- What are the issues on which an industrial dispute can be raised under Industrial Dispute Act, 1947?

6. Attempt any one part of the following:

7 x 1 = 7

- "Section 46 of the Employees State Insurance Act, 1948 provides various benefits to the insured persons or their dependents." With reference to this statement enumerate the benefits enshrined in the Employees State Insurance Act, 1948.
- Can the contract labour system be abolished in respect of sweeping, cleaning, etc?

7. Attempt any one part of the following:

7 x 1 = 7

- Define Gratuity. Discuss the salient features of Payment of Gratuity Act.
- Explain the salient features of Employee's Pension Scheme as provided under the Employees Provident Funds and Miscellaneous Provisions Act. 1952.