

MBA
(SEM-III) THEORY EXAMINATION 2018-19
INDUSTRIAL RELATIONS & LABOUR LAWS

*Time: 3 Hours**Total Marks: 70***Note:** 1. Attempt all Sections. If require any missing data; then choose suitably.**SECTION A**

- 1. Attempt all questions in brief.** **2 x 7 = 14**
- a. What is industrial relation in HR?
 - b. What are the functions of industrial relations?
 - c. Why the trade union was formed?
 - d. What is the importance of collective bargaining?
 - e. How trade union is registered?
 - f. What is the objective of Employees State Insurance Act 1948?
 - g. When Bonus Act is applicable?

SECTION B

- 2. Attempt any three of the following:** **7 x 3 = 21**
- a. Explain the types of trade union?
 - b. What are the stages of collective bargaining process?
 - c. Describe the employer's liability for compensation under Workmen's Compensation Act, 1923
 - d. Describe the penalties and procedure under the trade union act 1926.
 - e. Write a brief note on the maternity benefit act 1961.

SECTION C

- 3. Attempt any one part of the following:** **7 x 1 = 7**
- (a) Explain the types of organizations to which the trade unions in India are affiliated.
 - (b) How can industrial disputes be resolved?
- 4. Attempt any one part of the following:** **7 x 1 = 7**
- (a) Explain the causes of industrial disputes?
 - (b) Write various provisions under The payment of wages act 1923.
- 5. Attempt any one part of the following:** **7 x 1 = 7**
- (a) Write a brief note on The Workmen's Compensation Act?
 - (b) Write the Main provisions of Factories Act, 1948.
- 6. Attempt any one part of the following:** **7 x 1 = 7**
- (a) What is Employee Provident Fund Scheme 1952? How much PF is deducted from the salary?
 - (b) Define the provisions of industrial dispute act 1947.

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

7 x 1 = 7

- (a) Who is covered under Gratuity Act 1972? How is Gratuity Act 1972 calculated?
- (b) Describe the employer's liability for compensation under Workmen's Compensation Act, 1923.

RAJESH KUMAR TEWARI

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