



CBCS SCHEME

MBAHR314

Third Semester MBA Degree Examination, June/July 2026 Industrial Relations and Legislations

Time: 3 hrs.

Max. Marks: 100

- Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.
2. Question No. 8 is compulsory.
3. M : Marks , L: Bloom's level , C: Course outcomes.*

			M	L	C
Q.1	a.	Define Industrial Relation.	3	L1	CO1
	b.	Discuss the key rights of women workers in the workplace. Explain the legal provisions and protective measures available to ensure their safety, equality, and welfare in India.	7	L2	CO2
	c.	Elucidate the major provisions of the Contract Labour (Regulation and Abolition) Act, 1970. Analyze how the legislation aims to protect contract workers from exploitation.	10	L3	CO2
Q.2	a.	Define the concept of Grievance.	3	L1	CO2
	b.	Analyze the Board of Conciliation's composition, functions, and role in settling industrial disputes.	7	L3	CO4
	c.	Illustrate the process of Collective Bargaining in detail. Describe each stage involved and discuss how these stages contribute to effective employer-employee negotiations.	10	L2	CO3
Q.3	a.	Define Discipline Management.	3	L1	CO3
	b.	Explain Dunlop's System Model of Industrial Relations. Describe its key components and discuss how these components interact to maintain stability and reduce industrial conflicts in an organization.	7	L2	CO2
	c.	Elucidate the key provisions of the Industrial Disputes Act, 1947.	10	L3	CO2
Q.4	a.	What is meant by Employee relations?	3	L1	CO4
	b.	Discuss the main provisions of the Trade Union Act, 1926. Explain its requirements for registration of trade unions, and the rights and liabilities of registered unions.	7	L2	CO2
	c.	Explain the main provisions of the Payment of Wages Act, 1936. Discuss its mechanisms provided for ensuring timely and fair payment of wages.	10	L3	CO2

Q.5	a.	Define Negotiation.	3	L1	CO3
	b.	Discuss the significance of employee relations in the industrial setting.	7	L2	CO4
	c.	Elucidate the main provisions of the Payment of Bonus Act, 1965. Discuss its eligibility criteria and the calculation of bonus.	10	L3	CO2
Q.6	a.	What is show cause notice?	3	L1	CO3
	b.	Explain the model of grievance redressal procedure in an organization. Describe the stages involved and discuss how it helps in maintaining healthy employee relations.	7	L2	CO2
	c.	Illustrate the contemporary issues in employee relations and discuss their impact on industrial harmony and organizational performance.	10	L3	CO1
Q.7	a.	What are the present Labour Laws and codes in India?	3	L1	CO2
	b.	Elucidate the key provisions of the Employee Compensation Act, 1923. Discuss the eligibility criteria, and the responsibilities of employers in providing compensation to employees.	7	L2	CO2
	c.	Explain the concept of Workers' Participation in Management and analyze its role in promoting industrial democracy and better employee relations.	10	L3	CO3
Q.8		Compulsory Question : InstaTech Industries, a large electronics manufacturing company, has recently experienced employee dissatisfaction regarding overtime pay and working conditions. Represented by their trade union, the workers approached management to address their concerns. Following multiple rounds of discussions, both sides came to a resolution: management consented to raise overtime pay by 15% and enhance safety standards on the production floor. The process took two months and involved negotiation, compromise, and mutual understanding.			
	a.	Define collective bargaining and explain how it was applied in the InstaTech Industries case.	5	L4	CO3
	b.	Identify the key stages of the collective bargaining process illustrated in this case study.	5	L4	CO3
	c.	Discuss the role of the trade union in resolving the employees' grievances at InstaTech Industries.	5	L4	CO3
	d.	Explain the importance of compromise and negotiation in reaching a successful collective bargaining agreement in this scenario.	5	L4	CO3