



CBCS SCHEME

16/17MBAHR301

Third Semester MBA Degree Examination, Aug./Sept.2020 Industrial Relations and Legislations

Time: 3 hrs.

Max. Marks:80

Note: 1. Answer any FOUR full questions from Q.No.1 to 7.
2. Q.No. 8 is compulsory.

- 1 a. What are the factors affecting industrial relations? (02 Marks)
b. Describe different approaches to industrial relations. Explain the role of ILO. (06 Marks)
c. Explain the rate of ILO. (08 Marks)
- 2 a. State the objectives of workers participation in management. (02 Marks)
b. Explain different techniques of negotiation. (06 Marks)
c. Explain pre-requisite for effective collective bargaining. (08 Marks)
- 3 a. State the objectives of trade unions. (02 Marks)
b. Discuss the problems of trade union in India. (06 Marks)
c. Explain the procedure for registrations of trade unions and grounds for cancellation of trade unions. (08 Marks)
- 4 a. State the principles of Red Hot Stove Rule. (02 Marks)
b. Explain disciplinary procedure. (06 Marks)
c. Explain approaches to manage discipline in industry. (08 Marks)
- 5 a. State the health provisions laid down under Factories Act, 1948. (02 Marks)
b. Explain the conditions for the payment of maternity benefits under Maternity Benefits Act, 1961. (06 Marks)
c. Explain the benefits and applicability of ESI Act, 1948. (08 Marks)
- 6 a. State the conditions for payment of Gratuity. (02 Marks)
b. Explain the authorized deductions from wages under Payment of Wages Act, 1936. (06 Marks)
c. Explain the circumstance in which the employer is liable to pay compensation under Employee Compensation Act, 2013. (08 Marks)
- 7 a. State any five contents of standing orders. (02 Marks)
b. Briefly explain Minimum Wages Act, 1948. (06 Marks)
c. Explain the settlement machinery available for resolving industrial disputes. (08 Marks)

8 Case Study (Compulsory) :

Mr. Ajay, Manager at ABC company, found that majority of the employees were taking short breaks from the work resulting into incomplete work. Mr. Ajay took a step to find the reason for taking breaks during work hours, for his surprise he found that the unauthorized time off was mainly for personal work like tea, coffee, shopping, meeting friends etc. When caught all the employees gave a general explanation that they had gone out for a cup of tea/coffee. Mr. Ajay found that no canteen facility was available nearby, so he setup an automatic coffee/tea vending machine. This did not help much as the employees

complained, protested and refused to use the vending machine as it was not up-to-the standard. As the situation did not improve he installed a punching machine with check-in and check-out for attendance. He also terminated six members for dishonesty and fraud. This was brought to the notice of trade union and the unions opposed to use their cards for attendance as well as termination of six employees. Later, this issue was brought to the notice of the top management. A meeting was called wherein Mr. Ajay could not convince the management nor other seniors favoured Mr. Ajay's decisions.

Questions:

- a. What was the root cause of staff indiscipline? (04 Marks)
- b. What was the reason for loosing control over the employees? (04 Marks)
- c. Where did Mr. Ajay go wrong in introducing disciplinary measures? (04 Marks)
- d. How would you have handled the above situation to bring discipline among the employees? (04 Marks)

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