

# CBCS SCHEME

22MBAHR304

USN

Third Semester MBA Degree Examination, Dec.2023/Jan.2024

## 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.	What do you mean by industrial relations?	3	L1	CO1
	b.	Briefly explain the types of industrial relations.	7	L2	CO1
	c.	Explain the approaches of industrial relations.	10	L5	CO2
Q.2	a.	Define labour legislation.	3	L1	CO2
	b.	Explain the types of labour legislation.	7	L2	CO1
	c.	Examine the steps in Grievance procedure.	10	L4	CO2
Q.3	a.	What is Collective Bargaining?	3	L1	CO1
	b.	What is Negotiation? Explain the process of Negotiation.	7	L2	CO2
	c.	Briefly explain the process of collective bargaining.	10	L5	CO3
Q.4	a.	What do you mean by employee relation?	3	L1	CO1
	b.	Examine the significance of employee relation in industry.	7	L4	CO2
	c.	List the legal provision maintain under the employee relation. Explain.	10	L4	CO2
Q.5	a.	What is Payment of Gratuity Act?	3	L1	CO2
	b.	Appraise the problems of trade unions in India.	7	L5	CO2
	c.	Identify the various cash and non-cash benefits provided to women employees under the Maternity Benefit Act 1961?	10	L3	CO1
Q.6	a.	What is Factory Act 1948?	3	L1	CO1
	b.	Explain the Contract Labour Act 1970.	7	L5	CO2
	c.	List the provisions of Payment of Wages Act 1936.	10	L4	CO3
Q.7	a.	What is showcause notice?	3	L1	CO2
	b.	Explain the objectives of labour legislation.	7	L5	CO1
	c.	Explain the functions of collective bargaining.	10	L5	CO2

Q.8	<p><b>Case Study:</b></p> <p><b>Industrial Conflict :</b></p> <p>Mr. Ravi Sharma CEO of xyz company is troubled man these days. Two of his very good workers have in the recent past created a great problem for him Mahadev and Mohan have been serving the company xyz since long. Both have been very sincere and hard working workers. Being active members of the union they fought election against each other. Mahadev won the election by a little margin having won the election Mahadev involved himself in routine activities of the union Mohan along with others followed him but one of strong supporters of Mohan did not enjoy the leadership of Mahadev. He created a rift between the two. Activities of Mahadev and Mohan began to let each other down. Both had fights over small matters. These came to the lights and Mr.Ravi Sharma suspended both. Mohan retaliated after the suspension and manhandled Mahadev for the misfortunes. Mahadev returned to Mr. Ravi Sharma for help the other day Mohan also reported to Mr. Ravi Sharma about the activities of Mahadev and asked for help now. Mr. Ravi Sharma is in a fix.</p>			
a.	What should Mr. Ravi Sharma do? Analyze.	10	L4	CO1
b.	Who is at Fault Mahadev or Mohan? Justify.	10	L5	CO1

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