

THE KAVERY ENGINEERING COLLEGE
(An Autonomous Institution)

MBA DEGREE END SEMESTER THEORY EXAMINATIONS, NOV /DEC 2024

Third Semester

Master of Business Administration

BA4016 – Industrial Relations and Labour Legislations

Regulations – 2021

Duration : 3 Hrs

Maximum: 100 Marks

PART – A (ANSWER ALL QUESTIONS) (Marks 10*2=20)

<i>Q.No</i>	<i>Questions</i>	<i>BLT</i>	<i>CO</i>	<i>Marks</i>
1.	Define the term industrial relations.	RE	1	2
2.	List any two functions of trade union.	RE	1	2
3.	What are the different forms of strikes?	RE	2	2
4.	State the benefits of labour welfare funds.	RE	2	2
5.	Explain how the minimum wage are fixed.	UN	3	2
6.	What is meant by occupational hazards?	RE	3	2
7.	Name the organization for which the payment of gratuity act is applicable.	RE	4	2
8.	Who is known as apprentice?	RE	4	2
9.	Show the different types of benefits provided by ESI Act.	UN	5	2
10.	Interpret the legal restrictions for engaging contract labour?	UN	5	2

PART – B (ANSWER ALL QUESTIONS) (Marks 5*13 = 65)

<i>Q.No</i>	<i>Questions</i>	<i>BLT</i>	<i>CO</i>	<i>Marks</i>
11.	a i Explain the significance of industrial relations in India.	UN	1	6
	ii Infer the causes of industrial relations problems in public sector undertakings.	UN	1	7
	Or			
	b i Summarize the objectives and scope of trade union.	UN	1	6
	ii Outline the approaches to strengthen the trade union movement in India.	UN	1	7
12.	a Interpret the effectiveness of prevention and settlement machinery of industrial conflicts.	UN	2	13
	Or			
	b Demonstrate the legal provisions for the welfare of unorganized labour with suitable examples.	UN	2	13
13.	a Apply the provisions of health and safety of workers as per factories act 1948 in a chemical industry.	AP	3	13

Or

	b	Identify the eligibility and non-eligibility for bonus as per payment of bonus act 1965. Also comment, whether bonus is essential in case of start-ups.	AP	3	13
14.	a	Highlight the power and functions of certifying officer under industrial employment (Standing Orders) Act 1946.	AP	4	13
		Or			
	b	Construct a Gratuity plan of an employee who is working more than 15 years in an organisation as per payment of gratuity Act. Also explain the rights and obligations of the employee towards the organization.	AP	4	13
15.	a	Examine the constitution power and functions of employee Insurance court under ESI Act.	AN	5	13
		Or			
	b	Analyze the steps taken by the government to eradicate child labour. Also outline the provisions of the child labour prevention and regulation act 1986.	AN	5	13

*PART - C (Marks 1*15 = 15)*

<i>Q.No</i>		<i>Questions</i>	<i>BLT</i>	<i>CO</i>	<i>Marks</i>
16.	a	Inspect the deductions authorized under the payment of wages act 1936 and responsibilities of employer for the claims arising out of wrongful deductions.	AN	3	15
		Or			
	b	"The liability of an employer to pay compensation is limited and subject to the provisions of employee compensation act". Examine the features and procedure for claiming compensation under employee compensation act.	AN	4	15