

THE KAVERY ENGINEERING COLLEGE*(An Autonomous Institution)***MBA DEGREE END SEMESTER THEORY EXAMINATIONS, NOV/DEC 2025***Third Semester**Master of Business Administration***PMBE2420 – Industrial Relations and Labour Legislations***Regulations – 2024**Duration : 3 Hrs**Maximum : 100 Marks***PART – A (ANSWER ALL QUESTIONS) (Marks 10*2=20)**

<i>Q.No</i>	<i>Questions</i>	<i>BTL</i>	<i>CO</i>	<i>Marks</i>
1.	Interpret the scope of industrial relations.	L2	1	2
2.	Define “Trade Union”.	L1	1	2
3.	What is collective bargaining?	L1	2	2
4.	Enlist any three duties of conciliation officers.	L2	2	2
5.	Recall the factories act, 1948.	L1	3	2
6.	Outline the objectives of the payment of wages act, 1936.	L2	3	2
7.	“No discrimination to be made while recruiting men and women workers” - Explain.	L2	4	2
8.	Omit the term apprenticeship training.	L1	4	2
9.	List the objectives of maternity benefit act, 1961.	L1	5	2
10.	Share few words about “Section 14” of the child labour act, 1986.	L2	5	2

PART – B (ANSWER ALL QUESTIONS) (Marks 5*16 = 80)

<i>Q.No</i>	<i>Questions</i>	<i>BLT</i>	<i>CO</i>	<i>Marks</i>
11.	a Describe the essential characteristics and functions of trade unions with suitable examples.	L2	1	16
	Or			
	b Explain how technological changes influence industrial relations in modern industries.	L2	1	16
12.	a Organize the causes for industrial disputes and examine its impact on industrial relations.	L3	2	16
	Or			
	b How to utilize the adequacy of welfare provisions for unorganized labour in India?	L3	2	16
13.	a Analyze the provisions of the factories act, 1948 to highlight employer responsibilities regarding employees, health, safety and welfare.	L4	3	16
	Or			
	b Compare the various categories of permissible deductions from wages under the payment of wages act, 1936.	L4	3	16

14.	a	Assess the significance of standing orders in promoting harmonious Employer - Employee relations.	L5	4	16
		Or			
	b	Evaluate the adequacy and effectiveness of the employer's liability for compensation under the employee compensation act, 2013.	L5	4	16
15.	a	Appraise the adequacy and effectiveness of the maternity benefit act, 1961, in protecting the rights and welfare of women employees.	L5	5	16
		Or			
	b	Criticize the effectiveness of the child labour (prevention and regulation) act, 1986, in regulating the conditions of work for children and protection of their rights.	L5	5	16