

Roll No.

Total No. of Pages : 02

Total No. of Questions : 17

**MBA (2018 Batch) (Sem.-3)**

**EMPLOYEE RELATIONS**

**Subject Code : MBA 932-18**

**M.Code : 76899**

**Time : 3 Hrs.**

**Max. Marks : 60**

**INSTRUCTIONS TO CANDIDATES :**

1. **SECTION-A** contains **EIGHT** questions carrying **TWO** marks each and students has to attempt **ALL** questions.
2. **SECTIONS-B** consists of **FOUR** Subsections : Units-I, II, III & IV. Each Subsection contains **TWO** questions each carrying **EIGHT** marks each and student has to attempt any **ONE** question from each Subsection.
3. **SECTION-C** is **COMPULSORY** and consist of **ONE** Case Study carrying **TWELVE** marks.

**SECTION-A**

1. Meaning of Industrial Relations
2. Functions of a trade union
3. Conciliation Officer
4. Retrenchment
5. Social Assistance
6. Gratuity
7. Sickness Benefit
8. Scope of Labour Welfare

**SECTION-B**

**UNIT-I**

9. Explain the theories of industrial relations.
10. Explain the safety and welfare provisions under the Factories Act, 1948.

## UNIT-II

11. Define Industrial Dispute. Discuss the types of industrial disputes.
12. Explain the machinery for settlement of industrial disputes as provided under the Industrial Disputes Act, 1947.

## UNIT-III

13. Discuss the main provisions of the Payment of wages Act, 1936.
14. Define Bonus. Discuss the main provisions of the Payment of Bonus Act, 1965.

## UNIT-IV

15. Explain the role of International Labour Organisation in social security of industrial labour.
16. What is Provident Fund? Under what circumstances a worker can withdraw money from provident fund?

## SECTION-C

17. Read the following case and answer the questions given below the case :

In a large-scale industrial undertaking near Jaipur, the terms and conditions of employment of workers are governed by a combination of labour laws and regulations, collective agreements and settlements, standing orders and industrial awards. While contracting collective agreements, the parties have taken into account the technology used in production, conditions of product and labour markets, profitability of the enterprise and standards of living of workers. Most of the agreements reflected the relative strength of the parties at the time of the agreements. There have been differences of approaches of the unions while presenting their demands before the management. While one union also took into account the financial conditions of the enterprise, another insisted on increased wage even when the undertaking was running in loss. Besides, there were considerable differences in the extent of members of the unions and their hold on the workers.

### *Questions :*

- a. Who are the actors in industrial relations scene of the enterprise?
- b. What environmental factors are involved in the establishment of rules in the enterprise?

**NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.**