

Roll No.

Total No. of Pages : 03

Total No. of Questions : 10

MBA (Sem-3)
EMPLOYEE RELATIONS

Subject Code : MBA 932-18

M.Code : 76899

Date of Examination : 02-06-2023

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

I. Write Short Notes on :

- a) Functions of Trade Union
- b) Industry Relations
- c) Industrial Disputes
- d) Sexual Harassment
- e) VRS
- f) Social Assistance
- g) ESI Act, 1948
- h) Provident Funds.

SECTION-B

UNIT-I

2. Trace the history of Industrial Relations in India.
3. Write a critical note on the role of trade unions in uplifting the condition of workers.

UNIT-II

4. Discuss the role and objectives of various tripartite and bipartite bodies set up in India.
5. Analyse adjudication system in India. Discuss the jurisdiction and working of labour court, industrial tribunal and national tribunal in this context.

UNIT-III

6. What is deduction from wages? Discuss all permissible deductions from wages as per the Payment of Wages Act, 1936.
7. What are the powers conferred upon inspectors by the Payment of Gratuity Act, 1972?

UNIT-IV

8. Describe the various conditions of dismissal during absence of pregnancy in details.
9. Discuss the concept of Social Security officers, their functions and duties.

SECTION-C

10. Read the following case carefully and answer the questions given below.

Raman is the Sales manager of a reputed corporation. He has 25 employees in his department, and all are paid commission for their sales in their territories. For the past 3 years the market for the Company's goods has been steadily growing and the majority. Raman's staff has met this growth with increased sales. However, one employee in particular, Gopal has not kept up with the pace. Gopal has been with this corporation for over 20yrs and is now 56yrs old. He is a friendly man and is liked by all his peers and those to whom he sells the company's products on a regular basis. The company has always considered Gopal dependable and loyal. Through the years, he has been counted as an asset to the company, but at the age of 56, he has gone into an age of semi-retirement. Gopal's sales have not increased others have and he does not have the determination to acquire a significant increase in sales. Raman wishes to change this

situation. He wants to motivate Gopal into increasing his sales to match that of his younger peers. To do this, Gopal must begin to do more than just put in his time, but Raman is not sure how to go about trying to motivate him. Unlike the majority of new employees, Gopal is an old man, who within a few years will reach the age of retirement.

Questions :

- a) Write the title of the Case Study.
- b) If you were Raman, the Sales Manager, what would you do?
- c) What do you think Gopal feels about his colleagues?

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.