

Roll No.

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M.B.A. (Executive) (Fourth Semester)
Industrial Relations and its Legal Aspects
(MBA-E-HRM-211)

Time : 3 Hours]

[Maximum Marks : 75

Note : It is compulsory to answer all the questions (1.5 marks each) of Part A in short. Answer any *four* questions from Part B in detail. Different sub-parts of a question are to be attempted adjacent to each other.

Part A

1. (a) Write objectives of Industrial Relation. 1.5
- (b) Write causes of industrial dispute. 1.5
- (c) Define collective bargaining. 1.5
- (d) Define 'Factories' under Factory Act, 1948. 1.5
- (e) What are the core functions of trade unions ? 1.5

- (f) Define Trade Union. 1.5
- (g) What is meant by 'industrial democracy' ? 1.5
- (h) What are the primary differences between conciliation and arbitration ? 1.5
- (i) What is the purpose of VRS ? 1.5
- (j) Difference between layoff and retrenchment. 1.5

Part B

- 2. (a) Evaluate the role of Indian labour laws in shaping the relationship between employers, employees, and unions. 10
- (b) How does the International Labour Organization (ILO) influence industrial relations globally ? 5
- 3. (a) What is the significance of the Trade Union Act, 1926, for trade unions in India ? 5
- (b) Describe the purpose and procedure of disciplinary action within the workplace. 10

- 4. Analyze the evolution of trade unions and how their roles and functions have changed over time, particularly in the context of economic reforms and technological advancements. 15

- 5. (a) Discuss the significance of the Maternity Benefit Act in promoting gender equality in the workplace. 5
- (b) What is the primary objective of the Standing Orders Act, 1946 ? What types of establishments are covered under this Act ? 10

- 6. (a) Discuss the importance of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, in the broader context of employee welfare and social security. 10
- (b) Assess the role of the Employee State Insurance (ESI) Act, 1948, in providing social security to Indian workers. 5

- 7. What is Industrial Dispute ? What are the different methods available in settlement of industrial dispute under Industrial Disputes Act, 1947 ? 15