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**NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, MCA INSTITUTE,  
GREATER NOIDA**

(An Autonomous Institute Affiliated to AKTU, Lucknow)

**PGDM**

**TRIMESTER: I - THEORY EXAMINATION (2024 -2025)**

**Subject: Employee Relations And Labour Laws**

Time: 2.5 Hours

Max. Marks: 60

**General Instructions:**

*IMP: Verify that you have received the question paper with the correct course, code, branch etc.*

*1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.*

*2. Maximum marks for each question are indicated on right -hand side of each question.*

*3. Illustrate your answers with neat sketches wherever necessary.*

*4. Assume suitable data if necessary.*

*5. Preferably, write the answers in sequential order.*

*6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.*

**SECTION-A**

15

1. Attempt all parts:-

- 1-a. Select the term that describes the process where a neutral third party makes a final and binding decision on a dispute.(CO1,K2) 1
- (a) Arbitration
- (b) Mediation
- (c) Negotiation
- (d) Conciliation
- 1-b. The formula for calculating gratuity is(CO2,K4) 1
- (a) Gratuity = (Monthly Salary/25) X 15 X No. of years of service
- (b) Gratuity = (Monthly Salary/30) X 15 X No. of years of service
- (c) Gratuity = (Monthly Salary/26) X 15 X No. of years of service
- (d) Gratuity = (Monthly Salary/15) X 15 X No. of years of service
- 1-c. To whom shall the case be initially referred by the Inspector in case of any question regarding age of a child permitted to work in an establishment.(CO3,K3) 1
- (a) Tribunal
- (b) Police Commissioner
- (c) Chief Inspector
- (d) Prescribed Medical Authority
- 1-d. Identify from the following that weakens collective bargaining.(CO4, K4) 1

- (a) Inter-union rivalries
  - (b) Absence of a collective bargaining legislation
  - (c) Hostility among the parties
  - (d) All the above.
- 1-e. Industrial democracy means the application of \_\_\_\_\_ principles in managing industrial units.(CO5, K2) 1
- (a) Autocratic
  - (b) Democratic
  - (c) Plurastic
  - (d) none of the above

2. Attempt all parts:-

- 2.a. Explain employee relationship Management.(CO1,K2) 2
- 2.b. List any three preconditions for negotiation.(CO2,K1) 2
- 2.c. Explain positive discipline.(CO3, K4) 2
- 2.d. List down the different types of punishments available in case of indiscipline of employees.(CO4, K2) 2
- 2.e. Explain Disablement.(CO5, K2) 2

### **SECTION-B**

15

3. Answer any three of the following:-

- 3-a. Discuss the scope and objectives of Industrial Relation.(CO1,K2) 5
- 3-b. Illustrate the important steps in negotiation process.(CO2, K5) 5
- 3.c. Explain the conditions essential for successful collective bargaining.(CO3,K2) 5
- 3.d. Discuss the special provisions regarding the employment of women and young persons.(CO4,K4) 5
- 3.e. Briefly explain the concept of living wage ,fair wage and minimum wage under the Minimum wages Act,1948,(CO5, K2) 5

### **SECTION-C**

30

4. Answer any one of the following:-

- 4-a. Discuss the shortcomings in the trade unions act 1926 that pose as hindrance to the collective bargaining in India.(CO1,K2) 6
- 4-b. Explain the characteristics of joint councils, plant councils and shop councils. Critically evaluate the working of these councils in India.(CO1,K4) 6

5. Answer any one of the following:-

- 5-a. Explain and illustrate the principle of national extension of employer's liability under the Workmen's Compensation act.(CO2,K3) 6
- 5-b. Explain the different authorities under the Industrial Disputes Act for settlement of industrial disputes. Critically examine them.(CO2,K3) 6

6. Answer any one of the following:-

- 6-a. Under EPF scheme, an employee has to pay a certain contribution towards the scheme and an equal contribution is paid by the employer. "Elaborate the statement with respect to provisions regarding EPF Act 1952".(CO3, K4) 6
- 6-b. Explain the parameters that can make an employee eligible or disqualified for the payment of bonus under the Act. Can an employer forfeit the whole amount of bonus payable to workers. If so, for what reasons.(CO3,K2) 6
7. Answer any one of the following:-
- 7-a. High turnover rates are affecting your team's performance. Evaluate the measures would you implement to improve retention and keep top talent within the organization.(CO4,K5) 6
- 7-b. Your organization is experiencing difficulties with the onboarding process for new hires. Illustrate the measures you would redesign the onboarding process to ensure that new employees are effectively integrated into the company.(CO4, K5) 6
8. Answer any one of the following:-
- 8-a. Feedback from employees indicates dissatisfaction with how union issues are being handled. Explain measures taken by you in order to address these concerns and improve the handling of union-related matters.(CO5,K1) 6
- 8-b. Your company is implementing a major restructuring that will affect unionized employees. Explain the measures you would like to implement to manage the transition and smooth address to the employees concerns.(CO5, K3) 6