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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: III - THEORY EXAMINATION (2025 - 2026)

Subject: Employee Relations and Labour Code

Time: 3 Hours

Max. Marks: 100

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

20

1. Attempt all parts:-

1-a. Unitary approach stresses on_____.(CO1,K2)

1

- (a) Conflict
- (b) Common interest
- (c) Power struggle
- (d) Class struggle

1-b. Post-Independence IR challenges include rising which movements.(CO1,K2)

1

- (a) Political
- (b) Trade union
- (c) Consumer
- (d) Technological

1-c. One of these is considered misconduct under standing orders.(CO2,K2,K4)

1

- (a) Reporting on time
- (b) Refusal to work
- (c) Following safety rules
- (d) Taking permission for leave

1-d. In which type of bargaining focuses on mutual gains.(CO2,K2)

1

- (a) Distributive
- (b) Integrative
- (c) Concession
- (d) Productivity

1-e. Gratuity Act 1972 covers establishments employing workers.(CO3,K2)

1

- (a) 10
 (b) 20
 (c) 50
 (d) 100
- 1-f. Joint councils operate at which level.(CO3,K2) 1
 (a) Plant
 (b) Shop floor
 (c) National
 (d) Regional
- 1-g. Inspectors under Equal Remuneration Act appointed by____.(CO4,K2) 1
 (a) Government
 (b) Court
 (c) Tribunal
 (d) Employer
- 1-h. Discrimination complaints heard by____.(CO4,K2) 1
 (a) Authority
 (b) Inspector
 (c) Court
 (d) Tribunal
- 1-i. EPF interest rate declared by____.(CO5,K2) 1
 (a) Government
 (b) PF Commissioner
 (c) Finance Ministry
 (d) Central Board
- 1-j. Commissioner appointed under the Act.(CO5,K2) 1
 (a) ESI
 (b) EPF
 (c) WC
 (d) Gratuity
2. Attempt all parts:-
- 2.a. State two objectives of trade unions.(CO1,K2) 2
 2.b. State any two steps involved in the grievance handling procedure.(CO2,K2) 2
 2.c. Mention any two authorities under the Industrial Disputes Act, 1947.(CO3,K2) 2
 2.d. List welfare facilities for contract labour.(CO4,K2) 2
 2.e. State any two types of bonus payable under the Payment of Bonus Act, 1965.(CO5,K2) 2

SECTION-B

30

3. Attempt all parts:-

3.a. Answer any one of the following:-

- 3.a.(i) Discuss the development of trade unionism in India.(CO1,K2) 6

3.a.(ii)	Discuss the major changes in industrial relations in India during the post-Independence period.(CO1,K2,K4)	6
3.b.	Answer any one of the following:-	
3.b.(i)	Define misconduct and explain the process of disciplinary action in organizations.(CO2,K2)	6
3.b.(ii)	Discuss collective bargaining as a method of dispute settlement.(CO2,K2)	6
3.c.	Answer any one of the following:-	
3.c.(i)	Explain the objectives and salient features of the Employees' Compensation Act, 1923.(CO3,K2)	6
3.c.(ii)	Discuss the provisions relating to working hours, leave, and employment of women and young persons under the Factories Act, 1948.(CO3,K2)	6
3.d.	Answer any one of the following:-	
3.d.(i)	Discuss the main features of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.(CO4,K2)	6
3.d.(ii)	Examine the role of labour laws in promoting workplace safety and gender equality in India.(CO4,K2,K4)	6
3.e.	Answer any one of the following:-	
3.e.(i)	Explain the objectives and scope of the Payment of Bonus Act, 1965.(CO5,K2)	6
3.e.(ii)	Discuss the main features and coverage of the Employees' Provident Fund & Miscellaneous Provisions Act, 1952.(CO5,K2)	6
SECTION-C		50
4.	Answer any <u>one</u> of the following:-	
4-a.	Discuss the importance of industrial relations in achieving sustainable economic growth.(CO1,K2,K4)	10
4-b.	“Workers’ Participation in Management fails when it is symbolic rather than real.”Discuss the statement with reference to Indian industrial practices.(CO1,K4)	10
5.	Answer any <u>one</u> of the following:-	
5-a.	Evaluate the impact of disciplinary punishments on employee morale and industrial relations.(CO2,K4)	10
5-b.	Define misconduct in the workplace and give suitable examples.(CO2,K2,K4)	10
6.	Answer any <u>one</u> of the following:-	
6-a.	Explain the provisions relating to strikes, lockouts, and layoffs under the Industrial Disputes Act, 1947.(CO3,K2)	10
6-b.	Discuss the key provisions, enforcement mechanisms, and outcomes of the Contract Labour Act, 1970 and the Child Labour Act, 1986.(CO3,K4)	10
7.	Answer any <u>one</u> of the following:-	
7-a.	Discuss the reliefs, penalties, and consequences of non-compliance under the Sexual Harassment Act, 2013.(CO4,K2,K4)	10
7-b.	Explain the objectives of the Equal Remuneration Act, 1976. Using case studies or examples, analyze its role in promoting gender equality and fair wages in workplaces.(CO4,K4)	10
8.	Answer any <u>one</u> of the following:-	

- 8-a. Explain the objectives and scope of the Employees' Provident Fund & Miscellaneous Provisions Act, 1952.(CO5,K2,K4) 10
- 8-b. Evaluate the contribution requirements under the EPF Act, 1952 and their significance for employee welfare.(CO5,K4) 10

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