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

MBA IEV

SEM: III - THEORY EXAMINATION (2025 - 2026)

Subject: Employee Relations and Labour Laws

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.

1

The main objective of Industrial Relations is to:(CO1,K2)

- (a) Promote industrial espionage
- (b) Maintain peace and harmony between labor and management
- (c) Increase labor turnover
- (d) Promote competition between employees

1-b. A common form of participative management is: (CO1,K2)

1

- (a) Suggestion schemes
- (b) Lockouts
- (c) Outsourcing
- (d) Surveillance

1-c. The main purpose of the Minimum Wages Act, 1948(CO2,K2)

1

- (a) To provide for a uniform wage structure across industries
- (b) To regulate the payment of wages
- (c) To provide for a minimum wage for all employees
- (d) To provide for equal remuneration for men and women

1-d. The time limit for paying wages to employees under the Code on Wages, 2019(CO2,K2)

1

- (a) 7 days
- (b) 10 days

- (c) 15 days
- (d) 30 days
- 1-e. The requirement for the certification of standing orders under the Act.(CO3,K2) 1
- (a) The standing orders must be in writing
- (b) The standing orders must be certified by the Certifying Officer
- (c) The standing orders must be displayed on the premises of the industrial establishment
- (d) All of the above
- 1-f. A type of industrial dispute under the Act(CO3,K3) 1
- (a) Dispute between an employer and an employee
- (b) Dispute between an employer and a trade union
- (c) Dispute between two or more trade unions
- (d) All of the above
- 1-g. Responsible for administering the Employees' Provident Funds Scheme.(CO4,K2) 1
- (a) Central Government
- (b) State Government
- (c) Employees' Provident Fund Organisation
- (d) Employer
- 1-h. contract laborers entitled to minimum wages(CO4,K4) 1
- (a) Yes
- (b) No
- (c) Partially
- (d) Depends on employer
- 1-i. The definition of "principal employer" under the Contract Labour (Regulation and Abolition) Act, 1970.(CO5,K2) 1
- (a) A person who provides contract labour
- (b) A person who employs contract labour
- (c) A person who is responsible for the supervision of contract labour
- (d) A person who is responsible for the payment of wages to contract labour
- 1-j. The main sources of conflict are (CO5,K5) 1
- (a) Communication, cultural, and personal differences
- (b) Economic, social, and political differences
- (c) Environmental, technological, and demographic changes
- (d) All of the above
2. Attempt all parts:-
- 2.a. Mention two features of Industrial Relations.(CO1,K2) 2
- 2.b. State two features of the Code on Wages.(CO2,K2) . 2
- 2.c. Name two authorities for industrial dispute settlement .(CO3,K3) 2
- 2.d. Name two benefits provided under ESI .(CO4,K4) 2
- 2.e. Mention two causes of conflict.(CO5,K2) 2

SECTION-B

30

3. Attempt all parts:-
- 3.a. Answer any one of the following:-
- 3.a.(i) Write a note on the emerging challenges of Industrial Relations (IR) in India . Discuss any three challenges and suggest measures to address them.(CO1,K2,K4) 6
- 3.a.(ii) Discuss the importance of diversity and inclusion in Employee Relations Management (ERM).(CO1,K2) 6
- 3.b. Answer any one of the following:-
- 3.b.(i) Explain the purpose of the Equal Remuneration Act, 1976.(CO2,K2) 6
- 3.b.(ii) Explain the main features of the Payment of Wages Act, 1936.(CO2,K2) 6
- 3.c. Answer any one of the following:-
- 3.c.(i) Explain the provisions for recognition of trade unions under the Industrial Disputes Act, 1947.(CO3,K2) 6
- 3.c.(ii) . Explain the types of industrial disputes.(CO3,K2) 6
- 3.d. Answer any one of the following:-
- 3.d.(i) Explain the main provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.(CO4,K2) 6
- 3.d.(ii) Explain the provisions for payment of compensation under the Employee's Compensation Act, 1923 .(CO4,K2) 6
- 3.e. Answer any one of the following:-
- 3.e.(i) Discuss the **positive and negative effects** of conflict in an organization..(CO5,K2,K4) 6
- 3.e.(ii) Discuss the objectives and scope of the Contract Labour (Regulation and Abolition) Act, 1970 .(CO5,K2) 6

SECTION-C

50

4. Answer any one of the following:-
- 4-a. Explain the concept of Industrial Relations (IR). Discuss the significance of healthy industrial relations in the growth and stability of Indian industries.(CO1,K2,K4) 10
- 4-b. Discuss the principles and benefits of participative management, highlighting its significance in promoting employee engagement and organizational success.(CO1,K2) 10
5. Answer any one of the following:-
- 5-a. Explain the significance of the Code on Wages, 2019 in consolidating and amending the laws relating to wages in India, highlighting its impact on worker welfare and industrial relations.(CO2,K2,K4) 10
- 5-b. Explain the objectives and scope of the Payments of Wages Act, 1936, highlighting its significance in regulating the payment of wages to workers in India. (CO2,K2) 10
6. Answer any one of the following:-
- 6-a. Discuss the concept of "illegal strike" under the Industrial Disputes Act, 1947, highlighting the consequences of participating in an illegal strike.(CO3,K2) 10
- 6-b. Discuss the significance of the Industrial Employment (Standing Order) Act, 1946 and the Industrial Disputes Act, 1947 in promoting fair labor practices and resolving industrial disputes in India.(CO3,K2) 10

7. Answer any one of the following:-

- 7-a. Describe the provisions of the Payment of Gratuity Act, 1972, regarding eligibility, calculation, and payment of gratuity to employees.(CO4,K2,K4) 10
- 7-b. Discuss the benefits and advantages of the Employees' Provident Fund Scheme, 1952.(CO4,K2) 10

8. Answer any one of the following:-

- 8-a. Explain the importance of occupational safety and health in the Indian industry and the impact of the Occupational Safety, Health and Working Conditions Code, 2020.(CO5,K2,K4) 10
- 8-b. Explain the importance of the Factories Act, 1948, in protecting the rights and interests of factory workers.(CO5,K2) 10

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