

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: III - THEORY EXAMINATION (2021 - 2022)

Subject: Employee Relation and Labor Laws

Time: 03:00 Hours

Max. Marks: 100

General Instructions:

1. All questions are compulsory. It comprises of three Sections A, B and C.
 - Section A - Question No- 1 is objective type question carrying 1 mark each & Question No- 2 is very short type questions carrying 2 marks each.
 - Section B - Question No- 3 is Long answer type - I questions carrying 6 marks each.
 - Section C - Question No- 4 to 8 are Long answer type - II questions carrying 10 marks each.
 - 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. | Identify the major actors of industrial relations from the following .(CO1) | 1 |
| | <ol style="list-style-type: none"> 1. Unions 2. Government 3. Management 4. All of the above | |
| 1-b. | _____are a form of employee association. (CO1) | 1 |
| | <ol style="list-style-type: none"> 1. Trade unions 2. Employer associations 3. Bar council 4. None of the above | |
| 1-c. | Who coined the term collective bargaining?(CO2) | 1 |
| | <ol style="list-style-type: none"> 1. Sydney and Beatrice Webb 2. W.E Deming 3. Kurt Lewin 4. Reed Richardson | |
| 1-d. | Which one of the following cannot be said to be an industrial dispute?(CO2) | 1 |
| | <ol style="list-style-type: none"> 1. Disputes between employer and employer. 2. Disputes between employer and workmen. 3. Disputes between workmen & workmen. 4. Disputes between employer and the customer. | |

- 1-e. As per Factories Act, "Child" means a person who has not completed his year of age. [Sec 2(c)](CO3) 1
1. 14
 2. 15
 3. 16
 4. 18
- 1-f. If there is willful removal or disregard by the workman of any safety guard or other device which he knew to have been provided for the purpose of securing safety of workman, the rule as per Workmen's Compensation Act will be-(CO3) 1
1. Employer is liable to pay compensation
 2. Employer is not liable to pay compensation
 3. Appropriate government is liable to pay compensation
 4. The Trade Union is liable to pay compensation
- 1-g. The employer's share of contribution under the ESI Act is ____.(CO4) 1
1. 4.25
 2. 8.33
 3. 3.25
 4. 4.75
- 1-h. The committee formed under Child Abolition Act 1986 is named as ____.(CO4) 1
1. Advisory committee
 2. Child welfare committee
 3. Child labour technical advisory committee
 4. None of the above
- 1-i. The bonus should be paid in cash within ----- months from the close of the accounting year.(CO5) 1
1. 8 months
 2. 6 months
 3. 12 months
 4. 3 months
- 1-j. What are the qualifying years of service to claim gratuity?(CO5) 1
1. 15 years
 2. 10 years
 3. 5 years
 4. No such prescription
2. Attempt all parts:-
- 2-a. Enlist the three important objectives of Industrial relations?(CO1) 2
- 2-b. Write any two objectives of collective bargaining.(CO2) 2
- 2-c. Define a factory under The Factories Act, 1948.(CO3) 2
- 2-d. Name the different types of benefits under The ESI Act, 1948.(CO4) 2

- 2-e. State the eligibility criteria for payment of gratuity under The Payment of Gratuity Act 1972.(CO5) 2

SECTION B 30

3. Answer any five of the following:-

- 3-a. Discuss the causes of poor industrial relations.(CO1) 6
- 3-b. Discuss the problems of trade unions in India.(CO1) 6
- 3-c. Elaborate the causes of grievances in an organisation.(CO2) 6
- 3-d. Explain the stages of Collective Bargaining.(CO2) 6
- 3-e. Discuss the health provisions as mentioned under Factories Act,1948.(CO3) 6
- 3-f. Discuss briefly about the role of ESI corporation under The ESI Act ,1948.(CO4) 6
- 3-g. Explain the important provisions mentioned under The Gratuity Act 1972.(CO5) 6

SECTION C 50

4. Answer any one of the following:-

- 4-a. Discuss the major problems faced by Indian trade unions. Also discuss the reasons for the small growth of Indian Trade unions .According to you what can be the suggestions to enhance the growth and success of trade unions in India?(CO1) 10
- 4-b. Discuss Industrial Democracy & Participative Management.(CO1) 10

5. Answer any one of the following:-

- 5-a. "Collective Bargaining is of great significance to both employers and employees". Explain the above statement highlighting the significance of collective bargaining under Indian Context.(CO2) 10
- 5-b. Define discipline and disciplinary action? Also write a brief note on Code of Discipline.(CO2) 10

6. Answer any one of the following:-

- 6-a. Discuss the different authorities under the Industrial Disputes Act 1947 for settlement of industrial disputes? Critically examine them.(CO3) 10
- 6-b. Explain the permissible deductions under the Payment of Wages Act ,1936.(CO3) 10

7. Answer any one of the following:-

- 7-a. Employees State Insurance Scheme of India is a multi-dimensional Social Security Scheme tailored to provide Socio-economic protection to the employees. Elucidate this statement highlighting some important provisions of The ESI Act, 1948.(CO4) 10
- 7-b. Section 5 of Minimum Wages Act ,1948 provides for the procedure for fixation and revision of minimum wages. Elaborate the procedure of fixation of minimum wages for different classes of employees under the Act.(CO4) 10

8. Answer any one of the following:-

- 8-a. "The Maternity Benefit Act, 1961 protects the employment of women during the time of her maternity and entitles her of a 'maternity benefit' ". In the above statement what is meant by Maternity Benefit. Also explain the provisions related to Maternity Benefit Act,1961.(CO5) 10
- 8-b. Describe the important provisions of The Bonus Act, 1965.(CO5) 10