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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

M.B.A.

SEM: III - THEORY EXAMINATION (2022 - 2023)

Subject: Employee Relation and Labor 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 | ___ is a bargaining process between two or more parties seeking to reach an agreement to settle a matter of mutual concern or resolve a conflict. (CO1) | 1 |
| | (a) Collective bargaining | |
| | (b) Mediation | |
| | (c) Negotiation | |
| | (d) None of the above | |
| 1 | Industrial democracy leads to _____. (CO1) | 1 |
| | (a) Better use of time and resources. | |
| | (b) Improved productivity | |
| | (c) Improved personal fulfillment | |
| | (d) All of the above | |
| 1 | ___ weakens collective bargaining. (CO2) | 1 |
| | (a) Inter-union rivalries | |
| | (b) Absence of a collective bargaining legislation | |

(c) Hostility among the parties

(d) All the above.

1 The word workers participation in management means _____. (CO2) 1

(a) Sharing the decision making powers

(b) Sharing the decision making with lower results of the employees

(c) Sharing the day to day working with higher ranks of persons

(d) Sharing the financial decision making powers with representative of workers

1 Under Workmen Compensation Act, employer shall not be liable to pay compensation in 1
respect of any injury which does not result in the total or partial disablement of the workman
for a period exceeding _____ days. (CO3)

(a) 2

(b) 3

(c) 5

(d) 7

1 _____ the maximum wage period for the payment of wages. (CO3) 1

(a) 1 month

(b) 40 days

(c) 45 days

(d) 60 days

1 The responsibility of fixing minimum wages lies with _____. (CO4) 1

(a) State Government

(b) District Magistrate

(c) Appropriate Government

(d) Local authorities

1 _____ is not a method for fixing Minimum Wages under the Minimum Wages Act 1948. 1
(CO4)

(a) Notification Method

(b) Committee Method

(c) Bargaining Method

(d) All of the above

1 Under EPF act, "Insurance Fund" means _____. (CO5) 1

(a) Medical Insurance Fund

	(b) Deposit Linked Insurance Scheme	
	(c) Unit Linked Insurance Plan	
	(d) Employees' group accident insurance	
1	___is the present wage limit to be eligible to be covered under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. (CO5)	1
	(a) 15000	
	(b) 5000	
	(c) 10000	
	(d) 2000	
2.	Attempt all parts:-	
2.a.	Enlist the three important objectives of Industrial relations?(CO1)	2
2.b.	Define Joint councils. (CO2)	2
2.c.	Define conflict management. (CO3)	2
2.d.	Define "cost of living index number". (CO4)	2
2.e.	State Scope and Objective of Gratuity Act 1972. (CO5)	2
	SECTION B	30
3.	Answer any <u>five</u> of the following:-	
3	Discuss the functions of the Trade Union. (CO1)	6
3	Discuss the determinants of good industrial relations. (CO1)	6
3	Discuss the concept of collective bargaining along with its important features. (CO2)	6
3	Explain the characteristics of Joint council, Plant council and Shop council. (CO2)	6
3.e.	Discuss a workman ,wages and principal employer under Workmen Compensation Act,1923. (CO3)	6
3.f.	Briefly point out the powers of Central Government under Employee State Insurance Act,1948. (CO4)	6
3.g.	Define the powers of Employee Provident Fund Organisation,1952. (CO5)	6
	SECTION C	50
4.	Answer any <u>one</u> of the following:-	
4	Define negotiation and discuss the fundamental strategies of negotiation. (CO1)	10
4	Explain in detail the need for Labor laws in India and also summarize the Labor law history for India. (CO1)	10

5. Answer any one of the following:-

5 Define discipline and disciplinary action? Also write a brief note on Code of Discipline.(CO2) 10

5 Do you agree that worker participation is a significant mode to reduce industrial conflicts and encourage belongingness in organizations. Illustrate. (CO2) 10

6. Answer any one of the following:-

6 "The scope and functions of Labour Court, Industrial Tribunal and National Tribunal are different". Analyse the given statement. (CO3) 10

6 A workman while coming to the workplace met with an accident and died will he get compensation or not. Discuss in context with the provisions applicable with respect to workmen compensation Act 1923. (CO3) 10

7. Answer any one of the following:-

7 Discuss some of the important provisions regarding child labor act 1986. (CO4) 10

7 Explain the rights and duties of employers under ESI Act 1948. (CO4) 10

8. Answer any one of the following:-

8 Explain the formula of calculating gratuity amount. Also explain the process of determining the working days along with formula. Mention relevant examples to explain the each condition. (CO5) 10

8 Describe the structure of Employee Provident Fund Organization. (EPFO). (CO5) 10