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Subject Code:- AMBAHR0312

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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: III - CARRY OVER THEORY EXAMINATION - APRIL 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-a. Identify all problems which trade unions face. (CO1) 1
- (a) Small size of unions
 - (b) Poor financial position
 - (c) Both a and b
 - (d) Neither a nor b
- 1-b. From the following approaches which insists on investigating the underlying trends and patterns in the cause and effect of industrial disputes.(CO1) 1
- (a) Gandhian approach
 - (b) Giri approach
 - (c) Industrial sociology approach
 - (d) Pluralist approach
- 1-c. Find out the characteristics of collective bargaining which is not applicable _____. (CO2) 1
- (a) Collective process.

- (b) Flexible process.
- (c) Not a bipartite process.
- (d) Interdisciplinary system.
- 1-d. Issues like wages, D.A., or shift allowances are discussed at _____. (CO2) 1
- (a) National level Bargaining
- (b) Shop Level Bargaining
- (c) Plant Level Bargaining
- (d) Craft level bargaining
- 1-e. Section 49 of the Factory Act covers _____. (CO3) 1
- (a) Welfare Officers
- (b) Weekly Hours
- (c) Canteens
- (d) Emergency Standards
- 1-f. ____ of the following is covered under workmen compensation act. (CO3) 1
- (a) Permanent employees
- (b) Temporary employees
- (c) Part time employees
- (d) All of the above
- 1-g. Who is responsible for fixing minimum wages under the Minimum Wages Act, 1948? (CO4) 1
- (a) The employer
- (b) The government
- (c) The employee
- (d) The trade union
- 1-h. ____ is the purpose of Minimum Wages Act, 1948. (CO4) 1
- (a) To regulate the payment of wages to employees
- (b) To ensure that employee receive a minimum wage
- (c) To prevent employers from exploiting employees
- (d) All of the above
- 1-i. The maximum amount of gratuity has now been enhanced to Rs. 10 lakhs from _____. (CO5) 1
- (a) 2.5 lakhs
- (b) 3.5 lakhs

- (c) 5 lakhs
- (d) 7.5 lakhs

- 1-j. An employer who contravenes or makes default in complying with the provisions of section 6 of this act, shall be punishable with imprisonment for a term which may extend to ____ years. (CO5) 1
- (a) 1
 - (b) 2
 - (c) 3
 - (d) 5

2. Attempt all parts:-

- 2.a. List out some important aspects of Industrial Relations. (CO1) 2
- 2.b. Distinguish between positive and negative discipline. (CO2) 2
- 2.c. Explain the main objectives of the Workmen's Compensation Act. (CO3) 2
- 2.d. Mention the objectives of the Minimum Wages Act 1948. (CO4) 2
- 2.e. State the applicability and scope of Bonus Act, 1965. (CO5) 2

SECTION B

30

3. Answer any five of the following:-

- 3-a. Discuss the different types of unions. (CO1) 6
- 3-b. Discuss the benefits of employee counselling. (CO1) 6
- 3-c. Discuss employee participation. List the advantages of employee participation. (CO2) 6
- 3-d. Discuss the different types of punishment available under Industrial Discipline. (CO2) 6
- 3.e. Discuss the objectives and features of Factories Act 1948. (CO3) 6
- 3.f. Explain the salient features of Trade Unions Act, 1926. (CO4) 6
- 3.g. Explain the Payment of Bonus Act 1965 in detail covering its scope and applicability. (CO5) 6

SECTION C

50

4. Answer any one of the following:-

- 4-a. Discuss the different approaches to industrial relations. (CO1) 10
- 4-b. Discuss in detail the Emerging Challenges Industrial Relation of in India. (CO1) 10

5. Answer any one of the following:-

- 5-a. Discuss the role of Labor administrative machinery in resolving Industrial 10

disputes in India. Explain the best method and reasons as per your understanding. (CO2)

5-b. Discuss the Problems and hindrances to Collective Bargaining. (CO2) 10

6. Answer any one of the following:-

6-a. "Industrial disputes are a costly affair for all" .Discuss this issue in the light of various causes of Industrial Disputes. (CO3) 10

6-b. Define conflict Management and describe its objectives and scope. (CO3) 10

7. Answer any one of the following:-

7-a. Explain the sickness benefit and disablement benefit in detail. (CO4) 10

7-b. Discuss the Contract Labor Act (regulation and abolition), 1970 in respect of registration, revocation and effect of non-registration. (CO4) 10

8. Answer any one of the following:-

8-a. Explain the various schemes under Employee Provident Fund and Miscellaneous Provisions Act, 1952. (CO5) 10

8-b. Discuss in detail the Maternity Benefit Act, 1961. (CO5) 10