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**MBA**  
**(SEM III) THEORY EXAMINATION 2024-25**  
**EMPLOYEE RELATIONS AND LABOUR LAWS**

**TIME: 3 HRS****M.MARKS: 100****Note:** Attempt all Sections. In case of any missing data; choose suitably.**SECTION A****1. Attempt all questions in brief.****2 x 10 = 20**

Q no.	Question	CO	Level
a.	Define child according to Factories Act 1948.	2	K1
b.	Discuss the term Gratuity.	2	K1
c.	State the meaning of the term Employment Injury.	2	K2
d.	Give the importance of Collective Bargaining.	2	K2
e.	Define the term 'Arbitration'.	2	K3
f.	List the principle of Trade Unionism.	2	K3
g.	Define Allocable surplus.	2	K4
h.	Give the meaning of Bonus	2	K4
i.	Explain the term 'Joint Councils'.	2	K5
j.	State the rights of women under Maternity Act	2	K5

**SECTION B****2. Attempt any three of the following:****10 x 3 = 20**

Q no.	Question	CO	Level
a.	Illustrate the powers of the appropriate government to make rules under Industrial Employment Standing Orders Act, 1949.	1	K1
b.	Discuss the provisions relating to safety of the workers under the Factories Act	2	K1
c.	Outline the emerging challenges of Industrial Relations in India.	3	K2
d.	Explain the duties of an employee and employer under Maternity Benefit Act	4	K3
e.	List out the main provisions of Employee's Provident Fund & Miscellaneous Provisions Act, 1952.	5	K4

**SECTION C****3. Attempt any one part of the following:****10 x 1 = 10**

Q no.	Question	CO	Level
a.	Discuss the role and responsibilities of safety and health professional regarding the industrial hygiene. Explain the typical categories of hazards in the workplace.	1	K4
b.	Throw light on the concept of collective bargaining, significance and types Bargaining.	2	K5

**4. Attempt any one part of the following:****10 x 1 = 10**

Q no.	Question	CO	Level
a.	Interpret the benefits that are available to the insured persons and their dependents under the Employees State Insurance Act, 1948.	4	K1
b.	Explain the welfare measures to be provided by the contractor to the contract Labour.	5	K2



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**TIME: 3 HRS****M.MARKS: 100****5. Attempt any one part of the following:****10 x 1 = 10**

Q no.	Question	CO	Level
a.	Assessment year 2023-2024 Salary per month (exclusive of benefits & perquisites) 30,000 Dearness allowance (2/5 forming part of retirement benefits) 3,000 Actual House rent allowance received from employer per month 3,000 -Actual In-Hand Salary Per Month 36,000 Number of years served 8 years Commission @1% of annual turnover of `40,00,000 Calculate the permissible Gratuity for the Employee.	4	K1
b.	“Industrial relations are as old as Industry itself”. Discuss this statement and bring out clearly the nature and scope of employment relations in the present industrial set-up	3	K2

**6. Attempt any one part of the following:****10 x 1 = 10**

Q no.	Question	CO	Level
a.	Define the term ‘young person’. Distinguish between “Adult” and “Adolescent” as defined in Factories Act 1948	4	K1
b.	Explain in detail the ‘Grievance handling procedure’. How an unresolved Grievance can hamper the smooth working of an organization. Comment.	4	K2

**7. Attempt any one part of the following:****10 x 1 = 10**

Q no.	Question	CO	Level
a.	State the main provisions of Child Labor Act (Abolition & Regulative), 1986	5	K4
b.	Is there any change in the relationship between political parties and trade unions in the post liberalization period? What is the nature of such change? What are the identified changes	5	K4