

Registration No.:

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Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA403C

4th Semester Regular/Back Examination: 2024-25

SUBJECT: INDUSTRIAL LEGISLATIONS

BRANCH(S): BA, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM

Time: 3 Hours

Max Marks: 100

Q.Code: S207

Answer Question No.1 (Part-I) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions: (2 x 10)

- Why is Industrial legislations significant in industries?
- What is a hazardous process under Factories Act?
- When does an employer refuse to pay Bonus to an employee legally?
- Define Industrial disputes.
- What are the objectives of Minimum Wages Act?
- What is doctrine of notional extension in Employees compensation Act?
- What is a lockout? When can a company declare lockout?
- What is the role of a conciliation officer?
- What is the amount of contributions made by employee and employer under EPF Act?
- What is an employment injury?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Discuss the provisions of payment of gratuity (when to pay, whom to pay, and how much to pay) to an employee of a company.
- Describe the procedure to register a trade union and obtain certificate for the same.
- Discuss briefly the mechanisms of settling industrial disputes.
- Enumerate the different forms of collective bargaining process.
- What are the procedures for retrenchment of workmen of an industrial organisation?
- Briefly discuss the provisions of the Factories Act with regard to health of workers.
- Distinguish between model standing orders and certified standing orders.
- Write a note on Payment of subsistence allowance under IE (standing orders) Act.
- Distinguish between Arbitration and Adjudication under the Industrial Disputes Act.
- Distinguish between sickness benefit and medical benefit under ESI Act.
- Discuss the principles governing domestic enquiry.
- Discuss different types of strikes that may take place in an industrial establishment.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

(16 x 2)

- Q3** Describe the provisions of Factories Act with respect to Welfare. **(16)**
- Q4** Discuss the different types of compliances a company must adhere to under the Factories Act. **(16)**
- Q5** State the penalties for the closure of an undertaking without giving notice under the Industrial Disputers Act. **(16)**
- Q6** Discuss the provisions relating to the privileges of registered trade union. Also describe the rules regarding change of the name of the registered union. **(16)**