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10MBAHR342

Third Semester MBA Degree Examination, December 2012
Legal Environment and Industrial Legislations

Time: 3 hrs.

Max. Marks:100

Note: 1. Answer any FOUR full questions from Q.No.1 to 7.
2. Q.No. 8 is compulsory.

- 1** a. Define Industrial relations. (03 Marks)
IR = f(a, t, m, P, I).
b. Discuss the objectives of worker's participation in management. (07 Marks)
c. Briefly discuss the objectives of important Indian trade unions. (10 Marks)
- 2** a. Define collective bargaining. (03 Marks)
b. What are the different forms of industrial relations? (07 Marks)
c. Briefly describe the essential conditions for success of collective bargaining. (10 Marks)
- 3** a. What do you understand by domestic enquiry? (03 Marks)
b. Discuss the various functions of trade unions. (07 Marks)
c. Briefly describe the disciplinary procedure. (10 Marks)
- 4** a. Define trade union. (03 Marks)
b. State the types of industrial conflict. (07 Marks)
c. Discuss the various approaches to manage discipline in industry. (10 Marks)
- 5** a. Define following definition under Industrial Disputes Act 1947: (03 Marks)
i) Strike and ii) Lay off.
b. Can you identify the difference between following terms under Industrial Disputes Act 1947: (07 Marks)
i) Lock-out and retrenchment.
ii) Retrenchment and closure.
c. Define factory and state the provisions of the Factories Act 1948 with regard to welfare of the workers. (10 Marks)
- 6** a. Define following terms under the Employees State Insurance Act 1948: (03 Marks)
i) Appropriate Government
ii) Contribution period. (07 Marks)
b. Discuss the pension powers and functions of ESI corporation. (07 Marks)
c. Briefly describe the different types of benefits provided by the employees under Employees State Insurance Act 1948. (10 Marks)
- 7** a. Define family under Payment of Gratuity Act 1972. (03 Marks)
b. Write a note on: Authorized deductions under Payment of Wages Act. (07 Marks)
c. What do you understand by set off and set on under Payment of Bonus Act 1965 and elucidate the special provisions relating to set on and set off? (10 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice.

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CASE STUDY

- a. Vani welding industry has provided enough eye shields and goggles to the workers which had been kept in the tool room for the use of the workers. When the factory inspector visited the factory, some of them were not using the shields. Advise Vani industries. (04 Marks)
- b. An employee was working as an office assistance even at the Young age from 1974 was not contributing and sum to the family pension fund. Under the 1995 EPE scheme, he was computed to become a member of it, can be forced to join the new pension scheme. (04 Marks)
- c. Mr. Prathap who happened to be an employee in M/S. VPS Bakery industries was about to complete the eligible prescribed period of 5 years for claiming gratuity. However, he joined the other workers and indulged in strike. The net result of his participation in the strike has resulted in break in his service that is to stay 15 days short of continuous period of 5 years. Advise employee Mr. Prathap as to how he has to get gratuity? (04 Marks)
- d. Sindhu working as a nurse in Shantha hospital, claim bonus for 2009 and 2010. Is she entitled for Bonus? (04 Marks)
- c. Lal Mills enters into an agreement with its workers for deductions of various amounts for expressly authorized under the Payment of Wages Act. Advise Lal Mills manager. (04 Marks)

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