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**Third Semester MBA Degree Examination, Dec.2013/Jan.2014**  
**Labour Law & Employee Relations**

Time: 3 hrs.

Max. Marks: 100

**Note: 1. Answer any THREE full questions from Q.No.1 to Q.No.6.**  
**2. Question No. 7 & 8 are compulsory.**

- 1 a. Define industrial relation. (03 Marks)  
 b. Discuss the various functions of trade union. (07 Marks)  
 c. Explain ILO and its influence on legal enactment in India. (10 Marks)
- 2 a. Define negotiation. (03 Marks)  
 b. Explain the process of collective bargaining. (07 Marks)  
 c. Briefly describe the disciplinary procedure. (10 Marks)
- 3 a. What are the duties and liabilities of registered trade union? (05 Marks)  
 b. Explain 'set off' and 'set on' under bonus act. (05 Marks)  
 c. Explain the benefit provided to the women employee under the maternity benefit act 1961. (10 Marks)
- 4 a. Define the term strike and lock-out. Under industrial dispute act 1947. (03 Marks)  
 b. Write a note on employee's provident fund and miscellaneous provisions act 1952. (07 Marks)  
 c. Briefly explain the provisions of the factories act 1948 relating to health and welfare of workers. (10 Marks)
- 5 a. Write a note on provisions of apprentice act. (05 Marks)  
 b. What are the benefits under ESI act? Explain. (05 Marks)  
 c. Explain the provisions relating to payment of gratuity under payment of gratuity act 1972. (10 Marks)
- 6 a. What is contract labour? List out main provisions of contract labour (regulation and abolition) act. (10 Marks)  
 b. Discuss the provisions governing workmen's compensation under workmen compensation act. (10 Marks)
- 7 a. The manager of a Bharat steel factory ask a employee to work for 70 hours including over time in a week. Discuss the reasons whether the worker is bound to work for such long hours in a week. (05 Marks)  
 b. A workmen goes to attend to his work riding on a bicycle and is involved in an accident in the course of the journey. Is he eligible for compensation under ESI act? (05 Marks)  
 c. Bharath worked with a company for 10 years 5 months and now he is in dilemma whether to transfer the PF from previous to current or withdraw the total amount. If he withdraws can he get 100% including employer's contribution? (05 Marks)  
 d. An employer 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 EPF scheme he was computed to become member of it. can he forced to join the new pension scheme. (05 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.

**8 Case Study:**

Phil, a supervisor, made several unsolicited sexually suggestive advances towards Julie in the workplace. Despite Julie repeatedly asking Phil to stop, the advances continued. Julie reported the matter to her manager, John.

In recent months John had heard of similar complaints from other female safety about Phil, but this was the first formal complaint.

Unsure of what action to take John sent Phil a copy of the organization's Sexual Harassment policy and asked him in an email to read the policy document and not to act in a manner that would contravene the policy, but took no other action. The behaviour continued and Julie and the other female staff made a formal complaint to the equal employment opportunity commission.

**Questions:**

- a. Did the organization meet its duty of care to its female employees? (05 Marks)
- b. What risks does the organization face? (05 Marks)
- c. Can the organization retrieve the situation? (05 Marks)
- d. Frame the policy guidelines to overcome the workplace harassment. (05 Marks)

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