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16MBAHR301

Third Semester MBA Degree Examination, June/July 2018 Industrial Relations and Legislations

Time: 3 hrs.

Max. Marks: 80

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

- 1 a. What are the factors affecting Industrial Relations? (02 Marks)
b. Why is IR important? Examine the importance of Industrial Relations (IR). (06 Marks)
c. Explain in detail the roles and functions of Trade Unions. (08 Marks)
- 2 a. Name various types of collective bargaining. (02 Marks)
b. Briefly describe the process of negotiation. (06 Marks)
c. What is negotiation? Explain in detail the types and techniques of negotiation. (08 Marks)
- 3 a. Define Trade Union according to the Trade Union Act, 1926. (02 Marks)
b. What are the rights and privileges of a Registered Trade Union? Explain. (06 Marks)
c. Discuss in detail the problems faced by Trade Unions in India. (08 Marks)
- 4 a. Name the principles behind the Red Hot Stove Rule. (02 Marks)
b. Briefly explain the principles of natural Justice. (06 Marks)
c. Explain the causes of grievance. What are guidelines for handling grievances? Describe in detail. (08 Marks)
- 5 a. What are the different types of Disablement under the Employee's state Insurance (ESI) Act, 1948? (02 Marks)
b. Briefly explain the provisions with respect to payment of maternity benefits under the maternity Benefits Act, 1961. (06 Marks)
c. Describe the provisions with regard to health, safety and welfare of workers under the Factories Act, 1948. (08 Marks)
- 6 a. List the objectives of the payment of wages Act, 1936. (02 Marks)
b. Under what circumstances does the employer become liable of pay compensation under the employees compensation Act, 2013? (06 Marks)
c. Briefly explain the objectives and scope of the payment of Gratuity Act, 1972. (08 Marks)
- 7 a. State the objectives of the payment of Bonus Act, 1965. (02 Marks)
b. Briefly describe the methods and machinery available for settlement of disputes under the industrial Disputes Act, 1947: (06 Marks)
c. When is a worker considered as contract labour? Describe major features of the contract labour Act, 1970. (08 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 Compulsory : Case Study

Ravichandran worked in a public sector organization. He was briefed regarding operation of the pivot lathe in the metro shop and was told to operate it in the Northerly direction. Revichandran tried to operate it from the Southern direction and was injured. There was safety guard on the machine which workers had been told not to Remove. According to the management, Ravichandran disregarded instructions and removed the safety guard. It was clearly displayed on the notice board that before starting the machine, workmen should satisfy themselves that guards are fixed. In this case Ravichandran met with an accident while performing his duty and injured his hand.

Questions :

- a. Is this case one of Grievance or of indiscipline? Why? (04 Marks)
- b. Are the principles of natural justice applicable in this case? Why? (04 Marks)
- c. Would this be classified as willful disobedience? (04 Marks)
- d. Is Ravichandran entitled to any form of compensation? (04 Marks)

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