



Roll No.

**PRESIDENCY UNIVERSITY  
BENGALURU**

**SCHOOL OF MANAGEMENT**

**SET A**

**MIDTERM EXAMINATION**

**Even Semester:** 2018-19

**Course Code:** HRM 401

**Course Name:** Industrial Relations and Labour Laws

**Programme & Sem:** MBA & IV Sem

**Date:** 20 February 2019

**Time:** 2 Hours

**Max Marks:** 40

**Weightage:** 20%

**Instructions:**

(i) **Write Legibly**

**Part A**

Answer **all** the Questions. **Each** question carries **Four** marks.

(3Qx4M=12)

1. What are the causes of the Industrial Disputes Act?
2. Differentiate between Lockout and Layoff?
3. What are the modes of Settlement without state Intervention

**Part B**

Answer **both** the Questions. **Each** question carries **eight** marks

(2Qx8M=16)

4. What are the outcomes of Industrial Disputes? How do organizations deal with industrial disputes?
5. Critically examine the Trade Union Act?

**Part C**

Answer **all** the Questions. Question carries **Twelve** marks.

(1Qx12M=12)

**Mahindra and Mahindra Nashik Plant**

The plant employs around 4000 workers and produces most of the M&M models such as Xylo, Bolero, Quanto and Scorpio besides the mid-size sedan Verito. M&M has already incurred loss of production of 500 vehicles so far. In terms of revenue loss, it is estimated to be around Rupees 25 crore.

The strike was a result of a fallout of the suspension of two workmen on disciplinary grounds. The hunger strike by the two senior union leaders, who were demanding immediate signing of the wage accord by the company. One of the union leader was

suspended. The union had demanded inflation linked wage revision, besides restricting the wage agreement period to three years against the present three and half years.

The company wants the two leaders to tend their hunger strike and come for negotiations while the union leaders are firm on their stand that it should first sign the wage hike agreement, which it has been negotiating with the union for almost last 5 month.

The management wanted to increase the production 25 percent before considering the wage hike demand. Also, against the union's proposal of a Rupees 10,000 hike, the management offer is only rupees 6400, which is even lower than one proposed by the District Labour Commissioner. Labour department proposed an increment of Rupees 8662.

#### Questions

6. Critically evaluate the need for a good Industrial relation and trade union?
7. What are the machineries that could be used to resolve labour issues?
8. Evaluate the advantages and disadvantages of trade union in resolving industrial disputes?

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**Even Semester:** 2018-19

**Course Code:** HRM 401

**Course Name:** Industrial Relations and Labour Laws

**Programme & Sem:** MBA & IV Sem

**Date:** 20 February 2019

**Time:** 2 Hours

**Max Marks:** 40

**Weightage:** 20%

**Instructions:**

(i) **Write Legibly**

**Part A**

Answer the Questions. **Each** question carries **Four** marks. (3Qx4M=12)

1. What are the different types of Industrial Disputes?
2. Examine any two modes of strike?
3. What are the any two methods of settlement of disputes under state intervention

**Part B**

Answer the Questions. **Each** question carries **eight** marks. (2Qx8M=16)

4. Critically examine the authorities for the settlement of Disputes?
5. What are the rights and obligations of a Registered Trade Union?

**Part C**

Answer the Questions. **Each** question carries **12** marks. (1Qx12M=12)

Maharashtra Samarth Kamgar Sanghatna also has a trade union existing in Oberoi Hotel (Mumbai). The employees used to get 65 days holiday per year. The management wanted to reduce 15 days holidays, due to some managerial issues. As this news spread among the workers, they readily and strongly opposed the proposal. They approached the MSKS for solving the issue. Then a meeting was convened and MSKS kept a proposal in front of the management that they are ready to convince the workers but in return the management has to pay 20 days extra salary in the month of December. The management agreed. The workers were also content and agreed to the proposal. Now the workers eagerly wait every year for the month of December to come so that they could get good amount of salary. Yet, another success from the part of MSKS.

In the Oberoi hotels frequent theft and pilferage used to take place on the floors of various items such as shirts, towels, tissues, napkins, stationery's, etc. So the hotel in order to maintain its reputation and goodwill in the industry used to provide the theft items to its customers, for which the hotel had to make extra provision of Rs 50 lakhs to satisfy the customers and thus it had to bear losses upto Rs 50 lakhs.

After a span of time a meeting was arranged between the management and the secretary of MSKS to solve the problem through survey and thus find the proper solution for the same. Through survey it was found that the Account statement of the Hotel on one side showed the profit of Rs 1 crores and on the other side it had the provisions for loss of Rs 50 lakhs. Thus management requested the MSKS to find the causes for the same. And after the further examination it was found that:

- 1) Out of 3 furnished oil tankers received by the hotel, only one oil tanker used to be actually received by the hotel, where as the other 2 furnished oil tankers were found to be missing.
- 2) Out of 4000 bulk products send by Bombay Dyeing only 2500 products were actually received by the hotel where as other remaining 1500 items were found missing.

After the further survey made by the respective union it was found that the two employees of the hotel were responsible and culprit for this situation of the hotel. This was yet another success of Maharashtra Samarth Kamgar Sanghatna.

#### Questions

1. Evaluate the role of trade unions in managing an industrial disputes effectively?
2. These days' organizations prefer internal union than an external affiliated union.

Why?



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**PRESIDENCY UNIVERSITY  
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**SCHOOL OF MANAGEMENT**

**END TERM FINAL EXAMINATION**

**Even Semester:** 2018-19

**Course Code:** HRM 401

**Course Name:** Industrial Relations and Labour Laws

**Programme & Sem:** MBA & IV Sem

**Date:** 14 March 2019

**Time:** 3 Hours

**Max Marks:** 80

**Weightage:** 40%

**Instructions:**

(i) **Write Legibly**

**Part A**

Answer the Questions. **Each** question carries **five** marks.

(4Qx5M=20)

1. What do you mean by Deposit Linked Insurance scheme 1976?
2. What are the Employer's liability for Compensation?
3. State the provisions of Payment of Wages Act, 1936 regarding deduction from wages for absence from duty?
4. What are the conditions of payment of maternity benefit under Maternity Benefit Act 1961? When is the benefit forfeited?

**Part B**

Answer the Questions. **Each** question carries **ten** marks.

(4Qx10M=40)

5. What is Gratuity Act? How does the act benefit the employees?
6. State the provisions imposed by the Factories Act 1948 on the employment and work of women in factory?
7. Examine Employees State Insurance Act 1948?
8. Critically Examine Minimum Wages Act, 1948?

**Part C**

Answer the Questions. Question carries **twenty** marks.

(1Qx20M=20)

An employee under the influence of alcohol touched a live wire while working at a machine and instantaneously died. His widow claimed compensation but the employer took the plea that he was not liable as the accident arose out of the fault by the employee.

9. Evaluate the Employee compensation act 1923?
10. Define and Discuss "arising out of and in the course of employment" as used in Employee's Compensation Act

