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**Bengaluru**

**School of Management**

**Mid - Term Examinations – November 2024**

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| **Semester**: III | **Date**: 11-11-2024 |
| **Course Code**: MBA3008 | **Time**: 02:00pm – 03:30pm |
| **Course Name**: Industrial Relations & Labour Laws | **Max Marks**: 50 |
| **Program:** MBA | **Weightage**: 25% |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

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| **Answer ALL the Questions. Each question carries 3marks. 5Qx3M=15M** | | | | |
| **1** | State the six fundamental Rights that the Indian Constitution grants to its citizens. | 3 Marks | Knowledge | CO1 |
| **2** | List all the facilities that need to be provided in a factory employing 550 workers that includes 50 women, as per the Factories Act, 1948. | 3 Marks | Knowledge | CO2 |
| **3** | Describe the concept of “Social Justice” which is the bedrock of the Labor Laws. | 3 Marks | Knowledge | CO1 |
| **4** | Match the following Trade Unions with their respective affiliations:   |  |  | | --- | --- | | **Trade Union** | **Political Affiliations** | | All India Trade Union Congress | Unaffiliated | | Indian National Trade Union Congress | CPI | | Bhartiya mazdoor Sangh | BJP | | Centre for Indian Trade Unions | Samajwadi Party | | Hind mazdoor Sabha | CPI(M) | | Self Employed Women’s Association | Congress | | 3 Marks | Knowledge | CO2 |
| **5** | As per Sec 5 of the TU Act, 1926, the application for registration is submitted along with a “copy of rules” and “Statements”. Cite to whom it is submitted and what should the statements include. | 3 Marks | Knowledge | CO2 |

**Part B**

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| **Answer ALL the Questions. Each question carries 10 marks. 2Qx10M=20M** | | | | |
| **6a** | As per the Industrial Disputes Act, 1947, Illustrate the difference between the terms: Dismissal and Discharge, Retrenchment and Termination. Also classify the exclusions under the definition of the term “Retrenchment”. | 10 Marks | Application | CO2 |
| **Or** | | | | |
| **7a** | Examine the Pluralist and the Unitary approaches to IR. Which one seems to be more realistic to you? | 10 Marks | Application | CO1 |

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| **8a** | Trade Unions were primarily formed for protecting the interests of the workers. The aims and objectives of major trade unions however, are seen to vary according to their political ideologies. Illustrate the broad objectives of the trade unions. | 10 Marks | Application | CO2 |
| **or** | | | | |
| **9a** | Illustrate the process of cancellation of registration of trade union. | 10 Marks | Application | CO2 |

**Part C**

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| **Answer the Question. Question carries 15 marks. 1Qx15M=15M** | | | | |
| **10** | Trade unions at NTPC not only act as machinery to voice employee grievances and problems before the management, but they also have a fair involvement in welfare measures for workers. They actively participate in discussions with the management at different levels regarding safety, work conditions and various other work -related issues. Meetings are held from time to time, in which management and union representatives discuss and try to resolve several issues, the primary among which are issues pertaining to labour welfare. Welfare activities of the workers at Unchahar Power station are divided into two broad categories:  Plant Welfare: Under this category, there is a provision for facilities of canteen, drinking water and rest rooms for employees.  Township Welfare: The plant has welfare bodies like Union Committees, Employee Welfare Association and Township Advisory Development Committee, which look into the affairs of township welfare. Aspects related to entertainment like cable TV facilities, reading rooms, music halls, sports and theaters are being taken care of by the representative trade unions. Besides, there are facilities like activity centre for children, and sports council that organizes various sports for the employees. There are three schools in the township, the infrastructure of which is provided by NTPC. All other expenses are met by their tuition fees. There are different clubs and associations that organize various events and celebrations. Different type of programmes on aspects like technical skills, safety and information management systems are organized by the Employee Development Centre for the employees (including the workers).  Thus, there is involvement of management and union representatives towards the welfare of workers and their families. They are trying to promote workers’ interests and thus bring out their overall development. Analyze the following:   1. Other developmental functions that can be performed by modern unions. 2. The role of trade unions at NTPC, Unchahhar and how is it different from the traditional roles of unions learnt in the module. Relate suitable examples to substantiate your stand. | 15 Marks | Analysis | CO2 |