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**PRESIDENCY UNIVERSITY**

**Bengaluru**

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| **End - Term Examinations – JANUARY 2025** |
| **Date:** 15 – 01- 2025 **Time:** 09:30 am – 12:30 pm |

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| **School:** SOM(PG) | **Program:** MBA | |
| **Course Code :**MBA3008 | **Course Name :** Industrial relations and labour Laws | |
| **Semester**: III | **Max Marks**: 100 | **Weightage**:50% |

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| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **16** | **26** | **22** | **36** |  |

**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. 3Mx10Q=30M** | | | | |
| **1** | Define the concept of Social Justice and name under which list LABOUR issues are considered as per the constitution of India. | **3 Marks** | **Knowledge** | **CO1** |
| **2** | List the problems that can be handled in IR. | **3 Marks** | **Knowledge** | **CO1** |
| **3** | Describe the mode of registration of a Trade Union. | **3 Marks** | **Knowledge** | **CO2** |
| **4** | Define the terms – Retrenchment , Discharge , Dismissal as per the Factories Act, 1948 | **3 Marks** | **Knowledge** | **CO2** |
| **5** | Tell the amount of PF contribution to EPF & EPS – both by the employer and employee for Mr. X with a basic salary of 4000/-p.m. at 12% . | **3 Marks** | **Knowledge** | **CO3** |
| **6** | Name, as per the Minimum Wages Act, which is the enforcement agency, what are the different employee skill levels and the governing body for agriculture and mines. | **3 Marks** | **Knowledge** | **CO3** |
| **7** | Identify any two labour laws (studied by you) amalgamated under the Code of Social Security 2020. | **3 Marks** | **Knowledge** | **CO4** |
| **8** | Name the two boards constituted to administer the provisions of the Occupational Safety and Health (OSH Code, 2020) | **3 Marks** | **Knowledge** | **CO4** |
| **9** | Tell the amount of Gratuity payable as per the Payment of Gratuity Act, 1972(Sec4) to Ram Singh who retires after 30 years of service and his monthly wage break up is as follows :  Basic : Rs 2400  DA :Rs.300  Special Allowance : Rs.700 | **3 Marks** | **Knowledge** | **CO3** |
| **10** | State the objective of the payment of wages Act, 1948. | **3 Marks** | **Knowledge** | **CO3** |

**Part B**

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| **Answer ALL the Questions. Each question carries 10 marks. 10Mx4Q=40M** | | | | |
| **11** | An approach is a perspective that involves certain assumptions about a concept or theory. The scenario of industrial relations is perceived differently by different people. For some, industrial relations are related to class conflict, others perceive it in terms of mutual co-operation, and still others understand it in terms of competing interests of various groups. In light of this, illustrate the various popular approaches to IR. | **10 Marks** | **Application** | **CO1** |
| **or** | | | | |
| **12** | The Factories Act, 1947 was framed for the benefit of employees and framed rules related to safety, working conditions, sanitation and accidents of workers. Illustrate the following:   1. additional facilities depending on the number of employees in the 2. Adult, Young Person, Child | **10 Marks** | **Application** | **CO1** |

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| **13** | As per the payment of Gratuity Act, 1972, classify the various reasons for the forfeiture of gratuity and the provisions regarding nomination. | **10 Marks** | **Application** | **CO3** |
| **or** | | | | |
| **14** | Prepare a draft on the following with respect to the Payment of Bonus Act, 1965: Meaning of Bonus, Employee Eligibility, Payment Schedule, Maximum and Minimum Bonus Rate, Disqualification for Bonus. | **10 Marks** | **Application** | **CO3** |

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| **15** | As per the Trade Union Act, 1926 , illustrate the terms : Executive, Office Bearer, Trade Dispute, Benefits / Status of a Registered TU and the process of application for registration of a trade union. | **10 Marks** | **Application** | **CO2** |
| **or** | | | | |
| **16** | You are the Executive of a newly formed trade union applying for registration of the union. Prepare a list of matters to be included in rules that is required to be submitted along with the application for registration as per the Trade Union Act, 1926 | **10 Marks** | **Application** | **CO2** |

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| **17** | As per the Industrial Disputes Act, 1947, Illustrate the term STRIKE, the notice to be given in case of public utility services going for a strike, determine the different types of strike and provisions for a legal and illegal strike. | **10 Marks** | **Application** | **CO2** |
| **or** | | | | |
| **18** | As per the Industrial Disputes Act, 1947 , illustrate the term LAY OFF (sec2kkk) completely with all dimensions and the payment conditions in case of LAY OFF. | **10 Marks** | **Application** | **CO2** |

**Part C**

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| **Answer all the Questions. Each Question carries 15 marks. 15Mx2Q=30M** | | | | |
| **19** | Analyze the duties of employers and employees as per the OSH Code 2020. | **15 Marks** | **Analysis** | **CO4** |
| **20** | The workmen respondent in this case was appointed as an accountant in the appellant -company. It was submitted on behalf of the appellant that the respondent was not a workman as per the Industrial Disputes Act, 1947, which excluded any person who is working in managerial or administrative capacity. In fact, the respondent himself in his reply before the labour court had admitted that he was handling and dealing with other companies also and was given one scooter with fuel; therefore, he was discharging the duty of managerial nature. It was submitted by the appellant that the respondent was not entitled to back-wages because he has failed to prove that he was not engaged in gainful work during the entire period. However, findings based on evidence implied that no managerial function has been assigned to him and this prompted Labour Court to pass an award in favour of the workman. However, notification was made in the award of back-wages by reducing it by 25 percent. The applicant company was aggrieved against such order passed by the labour court.  The court considered the submission of the parties and perused the reasons given in the award as well as the impugned order. It was also considered that it was an undisputed fact that the respondent, who was admittedly appointed on the post of accountant, was assigned the duty of realization of amounts from other companies and for the purpose he was provided with scooter and fuel.   1. Examine if any managerial function has been assigned to the respondent? 2. Infer if the court should interfere with the impugned order of reducing the back-wages by 25percent by the labour court? | **15 Marks** | **Analysis** | **CO4** |