



PRESIDENCY UNIVERSITY

BENGALURU

Roll No.														
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End - Term Examinations – MAY 2025

Date: 20-05-2025

Time: 09:30 am – 12:30 pm

School: SOC	Program: BBA	
Course Code : BBA3011	Course Name: Industrial Relations and Labour Laws	
Semester: VI	Max Marks: 100	Weightage: 50%

CO - Levels	CO1	CO2	CO3	CO4	CO5
Marks	18	28	33	26	

Instructions:

- (i) Read all questions carefully and answer accordingly.
- (ii) Do not write anything on the question paper other than roll number.

Part A

Answer ALL the Questions. Each question carries 2 marks.

10Q x 2M=20M

1.	What do you understand by the term "Wage"?	2 Marks	L1	CO1
2.	What is the need for maintaining good Industrial Relations?	2 Marks	L2	CO1
3.	Define Conflict in the context of Industrial Relations.	2 Marks	L1	CO1
4.	What is meant by CLIN?	2 Marks	L1	CO2
5.	Define Gratuity. When is an employee eligible for it?	2 Marks	L2	CO2
6.	Explain the concept of Arbitration.	2 Marks	L1	CO2
7.	What are the minimum and maximum bonus limits under the Bonus Act?	2 Marks	L1	CO3
8.	When is Paternity Leave applicable and who can avail it?	2 Marks	L1	CO3
9.	What is a Lock-out? When does a company declare one?	2 Marks	L2	CO4
10.	What is the purpose of forming a Trade Union?	2 Marks	L2	CO4

Part B

Answer ALL the Questions. Each question carries 7 Marks.

Total Marks 35M

11.	a.	Describe the focus and objectives of legislative acts enacted for workforce welfare.	07 Marks	L2	CO 1
Or					
12.	a.	List and explain major workforce protection laws with their years of implementation.	07 Marks	L3	CO 1

13.	a.	What is the Maternity Benefit Act? Explain its purpose and key provisions.	07 Marks	L2	CO 2
Or					
14.	a.	Describe the need for and importance of the Employee State Insurance (ESI) Act.	07 Marks	L2	CO 2

15.	a.	Explain the Provident Fund and Miscellaneous Provisions Act, 1952 and its benefits to employees.	07 Marks	L2	CO 3
Or					
16.	a.	How do Labour Laws ensure fair wages and social security for employees?	07 Marks	L3	CO 3

17.	a.	Compare and contrast the protection provided to workers under the ESI Act and the Maternity Benefit Act.	07 Marks	L2	CO 3
Or					
18.	a.	Explain the importance of labour legislation in building trust between employer and employees.	07 Marks	L3	CO 3

19.	a.	How do these Acts support the physical and financial well-being of industrial workers?	07 Marks	L3	CO 4
Or					
20.	a.	What role does government intervention play in framing and enforcing welfare legislation?	07 Marks	L2	CO 4

Part C

Answer any Three Questions. Each question carries 15 marks

3Q x 15M=45M

21.	a.	Comment on the Indian Legal System. With example.	15 Marks	L3	CO 4
22.	a.	Narrate the reasons for the strike in the factory and legal procedure to overcome.	15 Marks	L3	CO 3
23.	a.	Describe the Pros and Cons of Maternity benefit act. Give example.	15 Marks	L3	CO 2
24.	a.	Prepare the payslip with all the allowances and deductions in it. Explain the salary calculation of the employee who earns Rs.15,00,000/- per annum. Provide details of his gross, net with permissible allowance and deductions.	15 Marks	L3	CO 2