



PRESIDENCY UNIVERSITY

BENGALURU

Roll No.																			
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End - Term Examinations - December 2025

Date: 12 -12-2025

Time: 01:00pm - 04:00pm

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

CO - Levels	C01	C02	C03	C04	C05
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 is Industrial Relations and why is it important?	2 Marks	L1	C01
2.	Define the term "Dispute" in an industrial context.	2 Marks	L2	C01
3.	Differentiate Wage from Salary.	2 Marks	L1	C01
4.	How to know about the Grievance in the workplace?	2 Marks	L1	C02
5.	Mention two key challenges faced by HR professionals in India.	2 Marks	L2	C02
6.	Who qualifies as a Gig Worker?	2 Marks	L1	C02
7.	What is the objective of the ESI Act?	2 Marks	L1	C03
8.	When does a company typically declare a Lay-off?	2 Marks	L1	C03
9.	Define Bonus. What is the maximum amount payable as per the Act?	2 Marks	L2	C04
10.	What is the function of a Works Committee?	2 Marks	L2	C04

Part B

Answer ALL the Questions. Each question carries 7 Marks.

Total Marks 35M

11.	a.	Stakeholders role in Industrial Relations are vital - Justify.	07 Marks	L2	CO 1
Or					
12.	a.	Managing Industrial Relations in the Indian context is challenging – Discuss with relevant examples.	07 Marks	L3	CO 1
Or					
13.	a.	Suggest strategies that can be effectively used to overcome challenges in Industrial Relations in India.	07 Marks	L2	CO 2
Or					
14.	a.	Can the typical expectations of management in maintaining healthy Industrial Relations be fulfilled – Comment.	07 Marks	L2	CO 2
Or					
15.	a.	Justify the expectations that trade unions hold in the Industrial Relations system.	07 Marks	L2	CO 3
Or					
16.	a.	Discuss the specific challenges faced by Indian industries in maintaining IR harmony.	07 Marks	L3	CO 3
Or					
17.	a.	Labour Laws safeguard the rights of workers and ensure fair wages – Discuss	07 Marks	L2	CO 3
Or					
18.	a.	Elucidate the Significance and core provisions of the Payment of Wages Act, 1936.	07 Marks	L3	CO 3
Or					
19.	a.	Describe the process of resolving an industrial dispute, including the stages involved.	07 Marks	L3	CO 4
Or					
20.	a.	Explain the role and functioning of the Board of Conciliation in resolving disputes.	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 relevant example.	15 Marks	L3	CO4
22.	a.	Narrate the reasons for the strike in the factory and legal procedure to overcome.	15 Marks	L3	CO3
23.	a.	Describe the Pros and Cons of Paternity benefit with example.	15 Marks	L3	CO2
24.	a.	Prepare the payslip with all the allowances and deductions in it. Explain the salary calculation of the employee who earns Rs.18,00,000/- per annum. Provide details of his gross, net with permissible allowance and deductions.	15 Marks	L3	CO2