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PRESIDENCY UNIVERSITY

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Bengaluru

Mid Term Examinations - October 2026

Date: 07/10/2026 **Time:** 09:30 AM - 11:00 AM

Course Code: BBA3011 **Course Name:** Industrial Relations Labour Laws

Semester: Fifth Semester **Max. Marks:** 50 **Weightage:** 50%

CO - Levels	CO1	CO2
Marks	80	100

PART A: Answer Following Questions. 10 M

Q.N.	Questions	M	CO	BT
1	Define Industrial Relations and state two primary objectives of an Industrial Relations system.	2	CO1	BT1
2	List four major stakeholders in Industrial Relations.	2	CO1	BT1
3	Distinguish between Minimum Wage, Fair Wage, and Living Wage under the Minimum Wages Act, 1948	2	CO2	BT2
4	State the statutory time limits for payment of wages for establishments with less than 1,000 employees versus more than 1,000 employees under Section 5 of the Payment of Wages Act, 1936.	2	CO2	BT1
5	State the minimum and maximum percentage of bonus payable to an employee during an accounting year under Sections 10 and 11 of the Payment of Bonus Act, 1965.	2	CO2	BT2

PART B : Answer Any 1 Following Questions. 10 M

Q.N.	Questions	M	CO	BT
6	i. Define Industrial Relations and explain five core objectives of establishing a sound Industrial Relations system in an enterprise. (5 Marks) ii. Describe four key characteristics and four essential principles of a good Industrial Relations system. (5 Marks)	10	CO1	BT2
7	i. Explain the role and interactions of the three main participants (Employers & Associations, Workers & Trade Unions, and the State/Government) in Industrial Relations. (5 Marks) ii. Analyze the significance and necessity of maintaining uninterrupted production, high employee morale, and reduced wastage through Industrial Relations. (5 Marks)	10	CO1	BT3

PART C: Answer Any 1 Following Questions. 10 M

Q.N.	Questions	M	CO	BT
8	i. Analyze five major issues and challenges facing Industrial Relations in India, such as complex labor laws, political interference, and reliance on contract labor. (6 Marks) ii. Outline four key structural solutions to address these challenges and improve labor-management relations. (4 Marks)	10	CO1	BT3

PTO (Please Turn Over)

9	i. Explain how globalization, changing workforce demographics, and technological advancements act as key drivers affecting modern employment relations. (6 Marks) ii. Contrast management expectations against trade union expectations in maintaining organizational balance. (4 Marks)	10	CO1	BT2

PART D: Answer Any 1 Following Questions. 10 M				
Q.N.	**Questions**	**M**	**CO**	**BT**
10	i. Explain the principles and legal procedure for fixing and revising minimum rates of wages by the appropriate government under Section 3 and Section 5 of the Minimum Wages Act, 1948. (6 Marks) ii. Detail the composition and structure of Committees, Sub-committees, and Advisory Boards under Section 9 of the Minimum Wages Act, 1948. (4 Marks)	10	CO2	BT2
11	i. Enumerate six authorized deductions that can be lawfully made from an employee's wages under Section 7(2) of the Payment of Wages Act, 1936, and state the maximum overall deduction limit under Section 7(3). (6 Marks) ii. Explain the statutory conditions and restrictions governing the imposition and collection of fines on employees under Section 8 of the Payment of Wages Act, 1936. (4 Marks)	10	CO2	BT3

PART E: Answer Any 1 Following Questions. 10 M				
Q.N.	**Questions**	**M**	**CO**	**BT**
12	i. Detail the eligibility criteria under Section 8, the wage limit under Section 2(13), and the specific grounds for disqualification from receiving bonus under Section 9 of the Payment of Bonus Act, 1965. (6 Marks) ii. Explain the rules governing the calculation of bonus for employees drawing above Rs. 7,000 per month, the allocable surplus calculation, and the statutory time limit for payment under Section 19. (4 Marks)	10	CO2	BT3
13	i. Discuss the appointment, jurisdiction, and legal powers of Inspectors under Section 14 of the Payment of Wages Act, 1936 and Section 27 of the Payment of Bonus Act, 1965. (5 Marks) ii. Explain the statutory provisions relating to normal working hours, overtime wage rate, and compensatory holidays under Sections 13 and 14 of the Minimum Wages Act, 1948. (5 Marks)	10	CO2	BT2