



PRESIDENCY UNIVERSITY, BENGALURU
SCHOOL OF MANAGEMENT

Weightage: 40 %

Max Marks:

Max Time: 3 HRS.

21 Feb Wednesday 2018

ENDTERM FINAL EXAMINATION

Course: **HRM 305 Industrial Relations and
Labour Laws**

Even Semester 2017-18

IV Sem. MBA

Instruction:

- (i) Read the question properly and answer accordingly.
- (ii) Question paper consists of 3 parts.

Part A

(10 Q x 2 M = 20 Marks)

1. What do you mean by Reformist Union?
2. What is Collective Bargaining?
3. What are the characteristics of Workers Participation in Management?
4. What do you mean by Regional Level Federation?
5. What are the problems of trade unions in India?
6. When lock-outs can be declared?
7. Who are entitled for payment of gratuity?
8. Define an accident.
9. List some of the benefits provided under ESI Act.
10. What establishments may be exempted from the operation of EPF scheme 1952?

Part B

(8 Q x 5 M = 40 Marks)

11. The process of collective bargaining is important for establishing industrial democracy. Comment on this statement
12. What can be the outcomes of the bargaining process? What according to you is the most desirable outcome and why?
13. Internal and external leadership for trade unions have their own advantages and drawbacks. Comment on this statement
14. Examine the criteria for the registration of the Trade Unions?
15. Enumerate the statutory provisions prohibiting strikes in public utility services.
16. Highlight the benefits available to women under the Maternity Benefits Act, 1961.
17. What are the conditions of eligibility of bonus? When is an employee disqualified from receiving a bonus?
18. Elucidate the procedure for fixing minimum wages.

Part C

(2 Q x 20 M = 40 Marks)

19. Mahindra and Mahindra Nashik Plant

The plant employs around 4000 workers and produces most of the M&M models such as Xylo, Bolero, Quanto and Scorpio besides the mid-size sedan Verito. M&M has already incurred loss of production of 500 vehicles so far. In terms of revenue loss, it is estimated to be around Rupees 25 crore.

The strike was a result of a fallout of the suspension of two workmen on disciplinary grounds. The hunger strike by the two senior union leaders, who were demanding immediate signing of the wage accord by the company. One of the union leader was suspended. The union had demanded inflation linked wage revision, besides restricting the wage agreement period to three years against the present three and half years.

The company wants the two leaders to tend their hunger strike and come for negotiations while the union leaders are firm on their stand that it should first sign the wage hike agreement, which it has been negotiating with the union for almost last 5 month.

The management wanted to increase the production 25 percent before considering the wage hike demand. Also, against the union's proposal of a Rupees 10,000 hike, the management offer is only rupees 6400, which is even lower than one proposed by the District Labour Commissioner. Labour department proposed an increment of Rupees 8662.

- a) What are the machineries that could be used to resolve labour issues? Explain.
 - b) Evaluate the advantages and disadvantages of trade union in resolving industrial disputes.
- 20.a) "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at regular intervals and without any unauthorized deductions."
Comment.
- b) A watchman whose duty was to guard the property of the premises of a rest house, had his quarters within the premises of the rest house. His duty ended at 11 PM. At 2.30 AM he was found murdered near his quarters. Is the employer liable to pay compensation? Give reasons.