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**PRESIDENCY UNIVERSITY  
BENGALURU**

**SET - B**

**SCHOOL OF MANAGEMENT  
END TERM EXAMINATION – MAY/JUNE 2024**

**Semester :** Semester VI - 2021

**Course Code :** BBA3011

**Course Name :** Industrial Relations Labor Laws

**Program :** BBA

**Date :** May 29, 2024

**Time :** 09.30am to 12.30pm

**Max Marks :** 100

**Weightage :** 50%

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**Instructions:**

(i) Read all questions carefully and answer accordingly.

(ii) Question paper consists of 3 parts.

(iii) Scientific and non-programmable calculator are permitted.

(iv) Do not write any information on the question paper other than Roll Number.

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**PART - A**

**ANSWER ANY FIVE QUESTIONS**

**5 X 2 = 10M**

1. Define the term "collective bargaining."

(CO1) [Knowledge]

2. Explain the key features of the Payment of Bonus Act, 1965, and its implications for employers and employees.

(CO2) [Knowledge]

3. Discuss the emerging trends in the Social Security Code and their implications for workers' welfare and labor market dynamics.

(CO3) [Knowledge]

4. State the objectives of the payment of gratuity Act 1972.

(CO3) [Knowledge]

5. What is the purpose of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952?

(CO3) [Knowledge]

6. Discuss the functions of Trade Unions.

(CO4) [Knowledge]

7. What is a dispute? Explain the reasons that cause Industrial Disputes.

(CO4) [Knowledge]

## PART - B

### ANSWER ANY FIVE QUESTIONS

5 X 10 = 50M

8. Industrial Relations involve a complex interplay among various stakeholders, each with distinct roles shaping workplace dynamics. Employers, as primary stakeholders, dictate organizational policies, employment terms, and labor practices, impacting employee relations and overall productivity.
1. Analyze the major stakeholders involved in Industrial Relations and their roles in shaping workplace dynamics.
- (CO1) [Comprehension]
9. Explain the methods of wage calculation and recent trends in the wage system in India. Evaluate the implications of these methods and trends on labor market dynamics, income distribution, and industrial relations.
- (CO2) [Comprehension]
10. Summarize the Payment of Gratuity Act: eligibility criteria, gratuity amount, and penalties for non-compliance.
- (CO3) [Comprehension]
11. Examine the provisions and objectives of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, in the context of safeguarding the financial security of employees and also Discuss the significance of the Act in promoting long-term savings, retirement benefits, and social security among workers with the key features and Provide examples and insights to illustrate the impact of the Act on employee welfare and its role in shaping labor policies in India.
- (CO3) [Comprehension]
12. Discuss the evolving provisions for gig workers under contemporary social security codes, and analyze the latest trends shaping the inclusion of gig economy workers in social security schemes. Provide examples and insights to support your answer.
- (CO3) [Comprehension]
13. Nature of work performed by employees will vary depending on the department and unit they are employed in so does their work instructions related to process, usage of materials, operation of machinery and precautions to be taken care at work. Due to varied nature of work performed by the employees a common work and safety manual or training related to the same will not serve their purpose. Explain a specific provision in workplace health and safety act which highlights the same which ensure OHS in relation to specific job process.
- (CO4) [Comprehension]
14. Management and employees associated with the company are expected to work with an approach of mutual benefit. As employees contribute to the organization in the form of their performance and employers to employees by duly recognizing their efforts in the form of monetary and non-monetary rewards. Even after this approach in place many organizations face issues such as strike, lockout due to disturbed employer employee relation. Elaborate on importance of Industrial relation from case perspective and also explain the features of Industrial relation.
- (CO4) [Comprehension]

## PART - C

### ANSWER ANY TWO QUESTIONS

2 X 20 = 40M

15. Examine the recent trends in wage systems, including performance-based pay, skill-based pay, and total rewards approach, and assess their implications for organizational performance and employee motivation. Critically evaluate the suitability of these trends in diverse industries and propose strategies for organizations to effectively implement and manage evolving wage structures.
- (CO2) [Application]

16. The Manager of an Adarsh steel factory asks an employee to work for 70 hours including overtime in a week. state the reason whether the worker is bound to work for such long hours in a week.

(CO3) [Application]

17. In the wake of a labor dispute at Rathod Manufacturing, tensions between management and workers escalated, leading to a strike. Under the provisions of the Industrial Disputes Act, 1947, the workers' union raised grievances over unfair working conditions, inadequate wages, and lack of job security. Despite attempts at conciliation, negotiations between the union and management reached an impasse, resulting in a strike that disrupted production and strained industrial relations. The case highlights the significance of effective grievance handling mechanisms outlined in the Industrial Disputes Act to prevent and resolve disputes, ensuring a harmonious workplace environment conducive to productivity and growth.

(CO4) [Application]