

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(END SEMESTER EXAMINATION)**

**CLASS: MBA
BRANCH: MBA**

**SEMESTER : III
SESSION : MO/18**

**SUBJECT: MBA3037 INDUSTRIAL RELATIONS AND LABOUR LAWS
TIME: 3 HOURS**

FULL MARKS: 60

INSTRUCTIONS:

1. The question paper contains 7 questions each of 12 marks and total 84 marks.
 2. Candidates may attempt any 5 questions maximum of 60 marks.
 3. The missing data, if any, may be assumed suitably.
 4. Before attempting the question paper, be sure that you have got the correct question paper.
 5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.
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- Q.1(a) Define the term 'Industrial relations' and examine the factors affecting it. [6]
Q.1(b) Explain the major aspects of industrial relations in India. [6]
- Q.2(a) What is a trade union? What are its objectives? [6]
Q.2(b) Explain functions of a trade union in context of India. [6]
- Q.3(a) Examine the role of industrial relations machinery for the prevention of disputes. [6]
Q.3(b) Discuss the concept and significance of voluntary arbitration in the settlement of industrial disputes. [6]
- Q.4(a) Briefly explain the broad features of the industrial disputes act 1947. [6]
Q.4(b) Give the meanings of the terms 'strike' and 'lock-out'. When these are declared illegal? [6]
- Q.5(a) Define factory as per Factories Act 1948. What are its objectives and scope? [6]
Q.5(b) Examine the legal provisions regarding health of workers in factories. [6]
- Q.6(a) Who are the employees entitled for bonus under Payment of Bonus Act 1965? [6]
Q.6(b) What are the provisions of the Payment of Bonus Act 1965 regarding set on and set off of allocable surplus? [6]
- Q.7(a) What do you understand by the terms 'Dependent', 'Partial and Total disablement' according to The Workmen's Compensation Act 1923. [6]
Q.7(b) Describe the provisions relating to employers' liability for compensation under the Workmen's Compensation Act. [6]

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