

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

CLASS: MBA
BRANCH: MANAGEMENT

SEMESTER :III
SESSION : MO/2024

SUBJECT: MT524R1 INDUSTRIAL RELATIONS AND LABOUR LAWS

TIME: 3 Hours

FULL MARKS: 50

INSTRUCTIONS:

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
2. Attempt all questions.
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.

		CO	BL
Q.1(a)	Define the term industrial relations. Describe different functions of Industrial Relations.	[5]	1
Q.1(b)	Explain the causes of poor industrial relations?	[5]	4
Q.2(a)	Define trade union and briefly discuss its objectives. Suggest the measures to strengthen the trade unionism in India.	[5]	2
Q.2(b)	Discuss the object and scope of the Trade Union Act, 1926. State the circumstances when a certificate of registration of a trade union may be withdrawn or cancelled.	[5]	1
Q.3(a)	How collective bargaining can bring industrial peace and harmony?	[5]	4
Q.3(b)	Explain the concept workers participation in management. What are the causes for the limited success of workers participation in management	[5]	4
Q.4(a)	Explain the term “strike” and “lock-out”. State the circumstances in which strikes and lock-outs are prohibited and become illegal.	[5]	3
Q.4(b)	Discuss the object and scope of Factories Act, 1948. Explain the provisions relating to the “health” of the workers.	[5]	5
Q.5(a)	Discuss the objects & scope of the Employee’s Compensation Act, 1923. Explain the term “Disablement” as defined in the Act.	[5]	5
Q.5(b)	Briefly discuss the provisions of the Payment of Gratuity Act, 1972.	[5]	1&2

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