

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

**CLASS: MBA/PRE-PHD
BRANCH: MANAGEMENT**

**SEMESTER : III/I
SESSION : MO/2025**

SUBJECT: MT524R1 INDUSTRIAL RELATIONS & 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.
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Q.1(a)	Enumerate and discuss the objectives of industrial relations.	[5]	1 3
Q.1(b)	Discuss the scope of industrial relations and examine the factors affecting it.	[5]	1 4
Q.2(a)	100 members of a trade union applied to the Registrar for registration. Thereafter, before registration, 50 members of them have given in writing to the Registrar disassociating themselves from the application. State whether the registration can be granted under such circumstances.	[5]	2 3
Q.2(b)	Discuss the rights and privileges of a registered trade union.	[5]	2 3
Q.3(a)	Defend "Collective bargaining is important to both employers and employees". Give reasons for your answer.	[5]	3 4
Q.3(b)	"Workers participation in management is neither feasible nor desirable under the prevailing industrial condition in India". Critically examine the statement.	[5]	3 4
Q.4(a)	Compare and contrast Lock-out and Lay-off.	[5]	4 4
Q.4(b)	In a factory, 25 women workers are employed. The women workers have requested the employer to provide and maintain a Creche for their children. State with reasons whether the demand of women is justified under the Factories Act.	[5]	4 5
Q.5(a)	Describe the applicability and non-applicability of the Employees' Provident Fund Act to establishments and the employees.	[5]	5 3
Q.5(b)	Describe the conditions on which gratuity is paid. Illustrate computation of gratuity.	[5]	5 3

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