

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

**CLASS: MBA**  
**BRANCH: MBA**

**SEMESTER : IV**  
**SESSION : SP/2023**

**SUBJECT: MT524 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.
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Q.1(a)	Industrial relation is an artificially created legal relationship between various parties. Elaborate the statement. Highlight the need for peaceful industrial relations.	[5]	CO CO1	BL PO1
Q.1(b)	Explain problems faced by Trade Unions in India. Illustrate the measures for strengthening the Trade Unions.	[5]	CO3	PO2
Q.2(a)	Conceptually explain Collective Bargaining and its processes. Discuss the advantages of collective bargaining to both the parties.	[5]	CO3	PO3
Q.2(b)	Explain the essentials of successful collective bargaining.	[5]	CO1	PO6
Q.3(a)	The Factories Act, 1948 defines the term factory. Enumerate the same. Explain legal provisions related to safety mentioned in the Act.	[5]	CO2	PO3
Q.3(b)	Settlement of Industrial Disputes is essential for smooth functioning of any industrial activities. Describe the various methods for settlement of industrial disputes under the Industrial Disputes Act, 1947.	[5]	CO1	PO4
Q.4(a)	Trade Union Act, 1926 provides formation and regulation of trade unions in India. Elaborate the processes related to it. Discuss the privileges, rights and statutory obligations of a registered trade union.	[5]	CO4	PO7
Q.4(b)	Explain the procedure for fixing the Minimum Wages under the Minimum Wages Act, 1948.	[5]	CO1	PO3
Q.5(a)	Need for equal remuneration to gender equality. Discuss the employers duties to pay equal remuneration under the Equal Remuneration Act , 1976.	[5]	CO3	PO2
Q.5(b)	Explain briefly the followings :- (i) Award (ii) Allocable Surplus (iii) Adolescent	[5]	CO5	PO4

:27/04/2023: