

H

Roll No.

MB-201(H1)

M. B. A. (SECOND SEMESTER)

MID SEMESTER

EXAMINATION, April, 2023

**INDUSTRIAL RELATIONS AND LABOUR
LAWS**

Time : 1½ Hours

Maximum Marks : 50

Note : (i) This question paper contains two Sections—Section A and B.

(ii) Both Sections are compulsory.

(iii) Answer any *two* sub-questions among (a), (b) and (c) in each main question of Section A. Each sub-question carries 10 marks.

(iv) Section B consisting of Case Study is compulsory. Section B is of 20 marks.

Section—A

1. (a) Describe the term Labour Welfare.
Explain various theories of labour welfare.

(CO1)

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(2)

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- (b) Illustrate the provision and classification of workmen under Industrial Employment (Standing Orders) Act, 1946. (CO2)
- (c) Summarize various statutory provisions of the Mines Act, 1952 relating to mine safety and health of workers. (CO4)
- 2. (a) Discriminate according to Factories Act, 1948 the terms "Factory", "Manufacturing process" and a "Worker". (CO3)
- (b) Summarize various statutory methods for the prevention and settlement of Industrial disputes in India according to Industrial Disputes Act, 1947. (CO4)
- (c) Analyse the growth of labour force in India, highlighting the changes in employment in the primary, secondary and tertiary sectors of the economy. (CO3)
- 3. (a) Demonstrate the role of International Labour Organization as an International agency in maintaining good industrial relations with its detailed structure. (CO2)

(3)

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- (b) In what ways do the industrial relations in public and private enterprises differ from each other ? How can the two sectors stand to gain from each other's experiences so as to improve their industrial relations ? Integrate the above mentioned statements in context to Indian scenario. (CO5)
- (c) Summarize the objectives and the amount of minimum and maximum bonus payable by the employer every year according to 'The Payment of Bonus Act, 1965'. (CO1)

Section—B

- 4. **Case Study :** (Marks : 20)
Malaya Coaching Ltd. is a sole individual owned company involved in giving coaching of civil services. The company is based in Kerala with Mr. V. K. Malaya as the founder chairman. Mr. Malaya started the coaching business in 1998 with three teachers including himself. Today, Malaya is a big name among aspirants of IAS Examination. In 2007, the coaching strength of students was 1500 and

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more than 150 students were able to qualify IAS/PCS/IPS Service. Today, the number of teachers in Malaya is 70 and the total employee strength is 150 including the supporting staff. Until January 2008, Mr. Malaya himself along with Mr. Chandra babu who is also among the founder teachers used to see all HR activities. Mr. Malaya felt that since the employee strength is constantly increasing and is expected to increase many folds, given his plans to start a Centre in Chennai, he should have an HR Manager. He discussed the idea with senior Faculty members of the Institute and all appreciated the idea.

In February 2008, Mr. Raj Singh, a management graduate from prestigious MNNIT Allahabad and having work experience of 8 years into HR field was appointed as Manager HR. Young & enthusiastic Mr. Singh quickly took over all HR activities of recruitment, selection, performance appraisal etc. In May 2008, just as a routine part of his job profile, he had to provide each teacher with his performance

feedback after conducting the detailed performance appraisal of the concerned. Mr. Singh did the job in a very professional and unbiased manner. Along with the positive feedback of appraisal, Mr. Singh also shared some positive feedback of some senior faculty members. This led to wide friction among the senior and other faculty members at large. They felt that Mr. Singh who was just another non-teaching staff is behaving like a boss with them who have built up the institute from the scratch. They had serious reservations on the issue all this created unrest in the institute. The senior faculty members communicated the issue to Mr. Malaya.

Questions :

1. Conclude as an expert of IR related issues, what Mr. Malaya must do to deal the situation of unrest ?
2. Illustrate should Mr. Malaya sack Mr. Singh conceding to the demands of his employees.