

(4) • MB-201(H1)

Mines. Disciplinary proceedings were instituted against him on the charge that he had committed theft of gold worth ₹ 15,561.00 in the course of his employment with the appellant. In the inquiry he was found guilty of the charge. The Disciplinary Authority accepted the findings and imposed the penalty of dismissal from service against the respondent w.e.f. 18 August 1981, forfeiting all rights and privileges accrued to him, including gratuity, from 26 years of services which he had put in before the date of termination of his services. The order of dismissal has not been challenged by the respondent in any proceedings and consequently it has become final.

- (a) Hypothesize on what grounds, do you think, gratuity of this workman has been forfeited ? (CO5)
- (b) Given the circumstances that no show cause notice was issued to the respondent, would forfeiting of the gratuity amount be wrong ? (CO5)

MB-201(H1)

580

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Roll No.

MB-201(H1)

**M. B. A. (SECOND SEMESTER)
END SEMESTER**

EXAMINATION, June, 2023

**INDUSTRIAL RELATIONS AND LABOR
LAWS**

Time : Three Hours

Maximum Marks : 100

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

P. T. O.

Section—A

1. (a) Illustrate the various types of punishments with clearly depicting disciplinary procedure in detail. (CO1)
- (b) Describe the concept of collective bargaining in detail with explaining its various types. (CO1)
- (c) Explain the concept of workers participation in management. (CO1)
2. (a) Demonstrate the concept of Grievance redressal and elucidate Model Grievance redressal procedure in detail. (CO2)
- (b) Illustrate the various provisions, applicability and legal deductions under Payment of Wages Act, 1936. (CO2)
- (c) Discover various conditions where employer is liable and not liable to pay compensation to the diseased employee under Employee's Compensation Act, 1923. Also depict, how to calculate the amount of compensation under various conditions. (CO2)

3. (a) Analyse the structure of Employee State Insurance Corporation and various benefits available to the employees under ESIC Act, 1948. (CO3)
- (b) Devise various conditions and eligibility under Maternity Benefit Act, 1961. (CO3)
- (c) Conclude the conditions, applicability and calculation of gratuity under Payment of Gratuity Act, 1972. (CO3)
4. (a) Criticize various schemes available to employees under Employee's Provident Fund and Miscellaneous Provisions Act, 1952. (CO4)
- (b) Prioritize a registered trade union with unregistered trade union under Trade Union Act, 1926. Appraise the process of registration of Trade Unions and also the procedure to cancel the same. (CO4)
- (c) Review various provisions available under Inter-state Migrant Workmen Act, 1979. (CO4)

Section—B

5. Case Study :

The respondent in this case was a workman in the services of the appellant, Bharath Gold

P. T. O.