

(4)

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convened a meeting of the parties with a view to providing solution to the disturbed industrial relations in the enterprise. Unions 'B and C did not participate in the meeting. The government then referred the issue before a tribunal which recognized the status of union 'A' as the sole bargaining agent and debarred unions 'B' and 'C' from any activity in the enterprise.

Questions :

- (i) What elements of industrial relations exist in the enterprise ? 10
- (ii) How will you identify the role of the government in the industrial relations of the enterprise ? 10

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60

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Roll No.

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**MASTER OF BUSINESS
ADMINISTRATION
(THIRD SEMESTER) MID SEMESTER
EXAMINATION, Jan., 2023**

EMPLOYEE RELATIONS

Time : 1½ Hours

Maximum Marks : 50

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 question carries 10 marks.

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

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Section—A

1. (a) Describe the evolution of industrial relations in India. (CO1)
(b) How will you identify the role of the government in the industrial relations. (CO5)
(c) Explain the Role of Labour Law in India ? (CO1)
2. (a) Illustrate the various statutory provisions related to health and safety of workers as per Factory Act.
(b) Demonstrate the concept and provision of Minimum wages Act 1948 in India. (CO2)
(c) Explain the provision of working hours, leave and week off as per Factory Act. (CO1)
3. (a) Explain the main provision of the Payment of Bonus Act. (CO1)
(b) Evaluate the salient features of the Payment of Wages Act, 1936. (CO4)
(c) Analyze briefly Industrial Employment Act, 1946 ? (CO3)

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Section—B

4. In an engineering factory established in 1945 near Delhi, the employer and the only recognized trade union 'A' functioning since the inception of the factory have been working hard to ensure a high level of productivity and profitability of the enterprise and also a satisfactory level of standard of living for the workers. They have been entering into collective agreements on matters of mutual interests including the terms and conditions of employment of workers. In 1950, two more trade unions 'B' and 'C' led by outsiders also came to be formed in the factory. These two new unions started placing exorbitant demands before the management and organized demonstrations and strikes by a section of workers at intervals leading to impairment of the smooth functioning of the enterprise. The management then approached the Labour Department with a request to intervene. The Labour Department declared the strikes organized by the two new unions illegal and

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