

1128

**Bachelor of Business Administration  
Fifth Semester**

**BBA-310: Industrial Relations and Labour Legislation**

**Max. Marks: 80**

**Time allowed: 3 Hours**

**NOTE:** Attempt four short answer type questions from Section-A. Attempt two questions each from Section B and C respectively.

x-x-x

**Section - A**

I. Attempt any four of the following:-

- a) Outline the factors affecting industrial relations.
- b) Discuss the socio cultural approach to industrial relations
- c) Define the meaning and importance of collective bargaining.
- d) What are the obligations of an employer under the minimum wages act?
- e) Outline the duties and liabilities of a registered trade union.
- f) What are the causes of industrial disputes? (4x5)

**Section - B**

- II. Define industrial relations. Critically evaluate the role and contribution of the participants to it, especially in the Indian context today. (15)
- III. How is the Marxist approach different from the pluralist and the Gandhian approach to industrial relations? Discuss. (15)
- IV. What are industrial conflicts? Why do they take place and what can be done to resolve them amicably to restore harmony at the workplace. (15)
- V. What do you think is the importance of collective bargaining in maintaining and restoring peace in the organizations? Discuss the different modes and their advantages and disadvantages. (15)

**Section - C**

- VI. Outline the scope, objectives and modes of settlement of industrial disputes. (15)
- VII. Discuss the provisions regarding strikes, lockouts, layoffs and retrenchment under the industrial disputes act. (15)
- VIII. Outline the objectives and scope of the payment of wages act 1936. do you feel that it is high time that it is repealed or does it still hold ground. Discuss. (15)
- IX. Define minimum wages. Explain the procedure for fixing minimum wages and also outline the "obligations of the employer under the act. (15)

x-x-x