



Term Evaluation (Odd) Semester Examination September 2025

Roll no.....

Name of the Course: BBA

Semester: V

Name of the Paper: INDUSTRIAL RELATIONS

Paper Code: BBA DSE H2

Time: 1.5 hour

Maximum Marks: 50

Note:

- (i) Answer all the questions by choosing any one of the sub-questions
- (ii) Each question carries 10 marks.

Q1.

CO 1 (10 Marks)

a. Trace the historical development of labor laws in India. Highlight the role of major legislations before and after Independence.

OR

b. Explain the concept of Industrial relations. What are the conditions for good industrial relations?

Q2.

CO 2 (10 Marks)

a. Illustrate the salient features of the Factories Act, 1948. Exemplify various welfare provisions under this act.

OR

b. Articulate the role of ILO as an International agency in maintaining good IR. Also explain its structure.

Q3.

CO 3 (10 Marks)

a. Analyse the need for labor legislation in a developing economy like India. What would be the consequences if such legislations are absent?

OR

b. Analyse the different forms of strikes. Throw light on legislative norms regarding the strike.

Q4.

CO 4 (10 Marks)

a. Assess the legal norms for submission of draft standing orders, its certification, posting and modification in accordance with Industrial Employment (Standing orders) Act, 1946.

OR

b. Assess the objectives of the Minimum wages act, 1948? What is the procedure the government has to follow for fixing & revising minimum wages?

Q5.

CO 5 (10 Marks)

a. Imagine you are advising a newly established manufacturing unit. Design a compliance framework covering the Factories Act, Industrial disputes Act, Minimum wages Act and Payment of wages Act to ensure smooth operations and labor welfare.

OR

b. Design a model bonus distribution policy for a medium sized enterprise that complies with the Payment of Bonus Act, 1965 and ensures fairness.