



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.