



End Term (Odd) Semester Examination November 2025

Roll no.....

Name of the Course and semester: **BBA V SEMESTER**

Name of the Paper: **INDUSTRIAL RELATIONS**

Paper Code: **BBA DSE H2**

Time: 3 hour

Maximum Marks: 100

Note:

- (i) All the questions are compulsory.
- (ii) Answer any two sub questions from a, b and c in each main question.
- (iii) Total marks for each question is 20 (twenty).
- (iv) Each sub-question carries 10 marks.

Q1.

(2X10=20 Marks) **CO 1**

- a. Discuss the role of Collective bargaining and Conciliation officers under the Industrial Disputes Act, 1947. How do these mechanisms help in promoting Industrial Harmony?
- b. Define Industrial Relations and explain its main objectives.
- c. List any five important labour legislations in India and mention their brief contribution in employee welfare.

Q2.

(2X10=20 Marks) **CO 2**

- a. Discuss the procedure for registration of a Trade Union under Trade Union Act 1926. What are the rights and liabilities of a registered Trade Union.
- b. Explain the procedure for the determination and payment of gratuity under the Payment of Gratuity Act, 1972. Illustrate your answer with an example of calculation.
- c. Discuss various provisions and benefits under Building and other construction workers Act, 1996.

Q3.

(2X10=20 Marks) **CO 3**

- a. Illustrate with examples how contributions are made by both employer and employee under the Employee's Provident Fund scheme.
- b. Analyse the duties and responsibilities of employers under the Maternity benefit Act, 1961.
- c. Analyse the various benefits provided under the Employee State insurance Act, 1948 such as medical, sickness, maternity, disablement and dependents benefits.

Q4.

(2X10=20 Marks) **CO 4**

- a. Assume you are an HR Manager in a large factory where multiple Trade unions exist. Explain how you would ensure recognition, fair participation and smooth negotiation with them in compliance with the Trade Unions Act 1926.
- b. "Collective bargaining ensures industrial democracy". Examine this statement in the context of modern industrial relations with types of Collective bargaining.
- c. Examine various aspects of employee welfare under Unorganized worker's social security Act, 2008.

Q5.

(2X10=20 Marks) **CO 5**

- a. Develop a model disciplinary procedure that includes all stages- from issuing a show cause notice to final dismissal. How can organisations ensure transparency and fairness in each stage?
- b. A group of employees in your factory has gone on strike demanding better safety measures. As the HR Head, suggest the steps you would take under the Factories Act, 1948 and Industrial Disputes Act, 1947 to handle the situation.
- c. Design a model grievance handling procedure for a medium-scale enterprise that ensures fairness and transparency, while complying with Indian labour laws.