

Roll No.

Total No. of Pages : 02

Total No. of Questions : 17

**MBA (2018 Batch) (Sem.-3)**

**EMPLOYEE RELATIONS**

**Subject Code : MBA 932-18**

**M.Code : 76899**

**Time : 3 Hrs.**

**Max. Marks : 60**

**INSTRUCTIONS TO CANDIDATES :**

1. **SECTION-A** contains **EIGHT** questions carrying **TWO** marks each and students has to attempt **ALL** questions.
2. **SECTIONS-B** consists of **FOUR** Subsections : **Units-I, II, III & IV**. Each Subsection contains **TWO** questions each carrying **EIGHT** marks each and student has to attempt any **ONE** question from each Subsection.
3. **SECTION-C** is **COMPULSORY** and consist of **ONE** Case Study carrying **TWELVE** marks.

**SECTION-A**

**Write briefly :**

1. Concept of Industrial Relations
2. Role of Government in Industrial Relations
3. Arbitration
4. Retrenchment
5. Social Insurance
6. Bonus
7. Employees' Deposit-Linked Insurance Scheme
8. Agencies for Welfare Work

**SECTION-B**

**UNIT-I**

9. Discuss the evolution of industrial relations.
10. Explain various statutory provisions related to health and safety of workers.

## UNIT-II

11. Explain the conciliation procedure under the Industrial Disputes Act, 1947.
12. Explain various types of industrial disputes.

## UNIT-III

13. Discuss the legal provisions for social security of industrial labour in India.
14. Discuss the main provisions of the Payment of Gratuity Act, 1972.

## UNIT-IV

15. Explain various types of benefits under the Employees State Insurance Scheme.
16. What are the objectives of labour welfare? Discuss the scope of labour welfare.

## SECTION-C

17. **Read the following case and answer the questions given below the case.**

### CASE

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 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 :*

- a. What elements of industrial relations exist in the enterprise?
- b. How will you identify the role of the government in the industrial relations of the enterprise?

**NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.**