



Avinashilingam Institute for Home Science and Higher Education for Women
(Deemed to be University under Category 'A' by MHRD, Estd. u/s 3 of UGC Act 1956)
Re-accredited with 'A+' Grade by NAAC. Recognised by UGC Under Section 12B
Coimbatore - 641 043, Tamil Nadu, India

Master's Degree Examination – June 2021
IV Semester

Class : II MBA
Major : Master of Business Administration/MBA-IT

Time: 3 Hours
Max. Marks: 100

17MBAC28H/29H / 17MBMC28H Industrial and Labour Relations

PART A
Choose the Correct Answer

10x1= 10

- As per Factories Act, "-----", of a factory means the person who has ultimate control over the affairs of the factory. [Sec 2(n)]
a. Manager b. Occupier c. Owner d. Director
- The responsibility for maintenance of employee health and safety is with
a. Employees b. Employers c. Government d. All of the above
- Which category does the contract labour (regulation and Abolition Act), 1970 can be classified into,
a. Commercial act b. Industrial relations act c. Welfare act d. Social security act
- What is the minimum age limit for an apprentice, as per the Apprentice act, 1961
a. 14 years b. 15 years c. 16 years d. 18 years
- The first Wage Board in India was set up in
a. 1957 b. 1958 c. 1959 d. 1960
- An employee whose salary does not exceed _____ is eligible for Bonus under the Payment of Bonus Act.
a. Rs 3500 b. Rs 2500 c. Rs 6500 d. Rs 10000
- The minimum rate of subsistence allowance in case of suspension pending enquiry has been given under which of the following legislations?
a. Industrial Disputes Act b. Trade Union Act
c. Industrial Employment (Standing Orders) d. None of the above, Act
- Who among the following advocated the Trusteeship Theory of Trade Union?
a. N.M. Lokhande b. B.P. Wadia c. G.L. Nanda d. M.K. Gandhi
- Which section deals with the determination of the amount of gratuity
a. Section 10 b. Section 8 c. Section 7 d. Section 9
- No contribution is required for getting benefit under which of the following legislations?
a. Maternity Benefit Act b. Employees' Compensation Act
c. Both under (A) & (B) d. None of the above

Part B

5x6=30

Answer ALL questions

Each answer should not exceed 400 words or two pages

- 11.a. Explain the changing facets of Industrial relations in India.
(or)
11.b. Discuss the prevalence of Industrial relations in public sector undertakings.
- 12.a. Describe the provisions regarding notification of vacancies in employment exchange.
(or)
12.b. Demonstrate the provisions regarding termination of apprenticeship contract.
- 13.a. Write a note on deductions made from wages in payment of wages act 1936.
(or)
13.b. Discuss the penalties under Equal remuneration act 1976.
- 14.a. Summarize the illegal strikes under industrial disputes act 1947.
(or)
14.b. Evaluate the importance of collective bargaining.
- 15.a. State the salient features of EDLI scheme.
(or)
15.b. Discuss the provisions related to amount of compensation under Workmen's compensation act 1923

Part C

5x12 = 60

Answer ALL questions

Question No20. Case is Compulsory

Each answer should not exceed 800 words or four pages

- 16.a. Critically evaluate the Industrial relations in public sector undertakings.
(or)
16.b. Discuss the safety provisions under Factories act, 1948.
- 17.a. Explain elaborately on provisions under the contract labour act, 1970.
(or)
17.b. Discuss the salient features of Interstate Migrant Workmen act and rules, 1979.
- 18.a. Write an essay on the Minimum wages act, 1948.
(or)
18.b. Evaluate the reasons for the failure of workers participation in management in India.
- 19.a. Demonstrate the grievance procedures and disciplinary proceedings.
(or)
19.b. Discuss various benefits under employee state insurance act, 1948.

20. Case Study: (Compulsory question)

In a multinational company (MNC) the collective bargaining process was going on. The union puts up its demands to the management. But the management also had some issues to place before the unions. They said that they would consider the demands of the union only if the union is ready to make some compromise.

The MNC was catering to the markets of USA and Europe. At the same time they had 50% dependence on domestic market. But due to Global Financial Crisis, the rest 50% export orders were affected. From 50%, it has gone down to 10%, a reduction of 40%.

This is a grave situation indeed. The company may not survive only with the domestic market.

So, the management made a request to the Union that they are ready to listen to the demands of the Union, only when they fulfill either of the following conditions:

- Reduce manpower by 20 % or
- Reduce wages to meet the slack in demand.

Question: 1. What should be response of the Union to such demands?

2. Critically analyze the situation and suggest some alternative and fruitful solution to this demand?