

ADMISSION NUMBER									

## School of Business

**Integrated Bachelor of Business Administration - Master of Business Administration  
Semester End Examination - Nov 2023**

**Duration : 180 Minutes  
Max Marks : 100**

### Sem IX - MBHR6004 - Industrial Relations and Labour Laws

General Instructions

*Answer to the specific question asked*

*Draw neat, labelled diagrams wherever necessary*

*Approved data hand books are allowed subject to verification by the Invigilator*

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|-----|--|---------|
| 1)  | List the factors influencing Industrial Relations.   | K1 (2)  |
| 2)  | Outline the effect of grievance on employees productivity at workplace.  | K2 (4)  |
| 3)  | Compare distributive bargaining with integrative bargaining  | K2 (6)  |
| 4)  | Shivam is an Industrial Relation Manager in Ajay Cycles, a bicycle manufacturing plant. Last week a contract employee working as an operator on the shop floor met with an accident leading to loss of his leg. He met with an accident after being hit at 10PM by a truck that was carrying goods in the night from the factory premises to the container which was scheduled to reach the Consumer's factory premises. The operator's shift timing are 9am to 6pm. The reason for his stay at that time has no yet been figured out and the site of accident is almost 2 kms away from the factory premises. He has asked for compensation which the management has refused. The labour union is now supporting him and threatening to go on strike.<br>Questions:<br>1. Identify, whether the management is bound to compensate the operator?<br>2. Identify, Is the labour Union justified in threatening to go on a strike? | K3 (9)  |
| 5)  | Identify ways by which Payment of wages Act can be made more Workmen friendly.   | K3 (9)  |
| 6)  | You are the industrial relation head of the organisation and your organisation is facing problems of severe indiscipline. Formulate measures to improve the discipline in your organisation?   | K5 (10) |
| 7)  | List the various benefits that been provided under the Employees State Insurance Act, 1948. With what object has it been enacted ?   | K4 (12) |
| 8)  | Assess the ethical implications of trade union actions, such as strikes and picketing, on businesses, employees, and the wider community.  | K5 (15) |
| 9)  | Political leaders had an agenda of linking their political ideologies with the trade union movement in India. Determine how different political leaders had initiated to develop the political objectives along with trade unionism. Support your answer with relevant examples and arguments.   | K5 (15) |
| 10) | "It is said that outside-leadership and political interference have been two main hurdles in the healthy development of trade unionism in India" Propose strategies to mitigate the negative effects of outside leadership and political interference, fostering a more robust and independent trade union movement in India.  | K6 (18) |