

ADMISSION NUMBER									

School of Finance and Commerce
Bachelor of Business Administration in Financial Investment Analysis
Semester End Examination - Nov 2023

Duration : 180 Minutes
Max Marks : 100

Sem V - H1UA506T - 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) | Write any two machinery for settlement of Industrial Disputes. | K1 (2) |
| 2) | Illustrate the different forms of industrial strikes. | K2 (4) |
| 3) | Summarize the role of International Labour Organisation. | K2 (6) |
| 4) | Elaborate the provisions of Gratuity Act. | K3 (9) |
| 5) | Describe the provisions of Payment of Wages Act. | K3 (9) |
| 6) | Discuss the consequences of negative and positive discipline in an organisation. | K5 (10) |
| 7) | Analyse 'Welfare' provisions under the factories Act, 1948. | K4 (12) |
| 8) | <p>“But Ms. Richa, this isn’t fair I’m away from the conveyor belt for five minutes and you’re going to suspend me for two weeks? Aw, come on, Ms. Richa” “listen,” replied Richa, “you know the rules, Kiran no one is allowed to leave their work station without permission from their supervisor. I’m your supervisor and you left your job without permission. And don’t give me that five minutes crap. I glanced at my watch when you left – it was 10.20. You came back at 10.40” “That’s not right,” Ms. Richa, retorted Kiran.” I had to check with my daughter’s nursery school. She’s been sick for the past few days. I was away less than five minutes without getting permission. This just isn’t fair. I’ve been here for two years and I know I didn’t do anything wrong.” “look, Kiran. That’s the whole problem around here. I may have only been a supervisor for a few months, but I’m not stupid. People around here get away with murder. You break the rules and your boss looks the other way. Well, no more we’re going to shape up this department” “But why me, Ms. Richa? You know I need this job. I just can’t afford two weeks without pay, explained Kiran. “well, that’s too bad. You should have thought about that before you broke the rule. No, Kiran. You knew the rules around here. You left your work station without permission. The dismissal stands. Questions: 1. Has Richa treated Kiran fairly? (3) 2. Comment on Richa’s disciplinary action with earlier rules.(5) 3. Has would you have handled this situation?(3) 4. Reflect upon the legality of the action taken?(4)</p> | K5 (15) |
| 9) | Elaborate the functions, progress and working of Works Committees in India. | K5 (15) |
| 10) | Explain the duties and powers of conciliation officers, works committee and boards of conciliation in settlement of industrial disputes. | K6 (18) |