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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: III - THEORY EXAMINATION (2024- 2025)

Subject: Employee Relation &amp; Labor Code

Time: 3 Hours

Max. Marks: 100

**General Instructions:***IMP: Verify that you have received the question paper with the correct course, code, branch etc.**1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.**2. Maximum marks for each question are indicated on right -hand side of each question.**3. Illustrate your answers with neat sketches wherever necessary.**4. Assume suitable data if necessary.**5. Preferably, write the answers in sequential order.**6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.***SECTION-A**

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**1. Attempt all parts:-**

- 1-a. In collective bargaining, what does the term "bargaining unit" refer to. (CO1, K1) 1
- The area within a company where bargaining takes place
  - The group of employees who are represented by a union
  - The set of rules governing bargaining practices
  - The committee responsible for negotiating contracts
- 1-b. The chairman and members of Central Board constituted under Employees Provident Fund are appointed by (CO1, K1) 1
- Central Government
  - State Government
  - Supreme Court
  - none of the above
- 1-c. The formula for calculating gratuity is.. (CO2, K1) 1
- Gratuity = (Monthly Salary/25) X 15 X No. of years of service
  - Gratuity = (Monthly Salary/30) X 15 X No. of years of service
  - Gratuity = (Monthly Salary/26) X 15 X No. of years of service
  - Gratuity = (Monthly Salary/15) X 15 X No. of years of service
- 1-d. The maximum amount of gratuity has now been enhanced to Rs.10 lakhs from (CO2, K1) 1
- 2.5 lakhs

- (b) 3.5 lakhs  
(c) 5 lakhs  
(d) 7.5 lakhs
- 1-e. To whom shall the case be initially referred by the Inspector in case of any question regarding age of a child permitted to work in an establishment. (CO3, K1) 1
- (a) Tribunal  
(b) Police Commissioner  
(c) Chief Inspector  
(d) Prescribed Medical Authority
- 1-f. The Child Labour (Prohibition and Regulation) Act, 1986 is an example of (CO3, K1) 1
- (a) Regulative Labour Legislation  
(b) Protective Labour Legislation  
(c) Social Security Legislation  
(d) Welfare Legislation
- 1-g. Select from the following is not a bipartite body. (CO4, K1) 1
- (a) Works Committee  
(b) Canteen Committee  
(c) Safety Committee  
(d) Standing Labour Committee
- 1-h. Grievance Handling Machinery is given in \_\_\_\_\_. (CO4, K1) 1
- (a) Industrial Disputes Act  
(b) Factories Act  
(c) Both (A) and (B)  
(d) None of the above
- 1-i. The workers are treated as \_\_\_\_\_ in the productive process and are given an opportunity to participate in the management. (CO5, K1) 1
- (a) Assets  
(b) Liability  
(c) Partners  
(d) none of the above
- 1-j. A trade union is an organisation that represents... (CO5, K1) 1
- (a) The views and interest of workers  
(b) a group of people working towards a common aim  
(c) the aims of managers  
(d) the goals of a business

2. Attempt all parts:-

2.a.	Explain employee relationship Management. (CO1,K2)	2
2.b.	Define collective bargaining. (CO2, K1)	2
2.c.	Explain standing orders. (CO3, K2)	2
2.d.	Explain the applicability of the Factories Act,1948. (CO4, K2)	2
2.e.	Define Conciliation Officer. (CO5, K1)	2

## **SECTION-B**

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3. Answer any five of the following:-

3-a.	A group of 7 employees wants to register themselves as a trade union. Briefly explain the Incorporation of registered Trade Unions. (CO1, K2)	6
3-b.	"The trade union movement has not developed along healthy lines".Comment. (CO1, K5)	6
3-c.	A workman while coming to the workplace met with an accident and died will he get compensation or not.Discuss in context with the provisions applicable with respect to workmen's compensation Act ,1923. (CO2, K4)	6
3-d.	An employer is running an industry where readymade garments are manufactured and 200 workmen are employed. He desires to retrench 30 of its workmen. What steps should be taken the employer to lawfully retrench them .Discuss the provisions of Layoff and retrenchment? (CO2, K4)	6
3.e.	Section 5 of the Act of Minimum Wages 1948 gives the procedure for fixing and revising the minimum wages.Elaborate the procedure of fixation of minimum wages for different classes of employees. (CO3, K3)	6
3.f.	An employee has requested a flexible work schedule to better manage their work-life balance. How would you assess this request, and what criteria would you use to determine whether to grant it. (CO4, K4)	6
3.g.	Feedback from employees indicates dissatisfaction with how union issues are being handled. How would you address these concerns and improve the handling of union-related matters. (CO5, K5)	6

## **SECTION-C**

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4. Answer any one of the following:-

4-a.	Analyze the roles of key stakeholders in maintaining harmonious industrial relations with relevant examples. (CO1, K4)	10
4-b.	Discuss the pluralistic, unitary, and radical perspectives of industrial relations, providing examples for each. (CO1, K4)	10

5. Answer any one of the following:-

5-a.	Discuss the interplay between trade unionism, participative management, and industrial democracy in achieving workplace harmony. (CO2, K4)	10
5-b.	Explain the step-by-step procedure for successful collective bargaining in an organization. (CO2, K3)	10

6. Answer any one of the following:-

6-a.	Examine the key provisions of the Shop and Establishment Act, 1948, that protect	10
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- the rights of workers in retail and commercial establishments. (CO3, K3)
- 6-b. Evaluate the role of the Employees Compensation Act, 1923, in providing financial security to workers injured at the workplace. (CO3, K5) 10
7. Answer any one of the following:-
- 7-a. Describe the concept of Mediation in conflict management. (CO4, K2) 10
- 7-b. Explain any five deductions from wages that are permissible are Payment of Wages Act,1936. (CO4, K2) 10
8. Answer any one of the following:-
- 8-a. Explain the responsibilities of employers under the Contract Labour (Regulation and Abolition) Act, 1970, with respect to the welfare of contract workers. Include details of their obligations for health, safety, and working conditions. (CO5, K3) 10
- 8-b. Discuss the provisions of the Contract Labour (Regulation and Abolition) Act, 1970, regarding the welfare of workers, including payment of wages, rest periods, and compensation for injuries. (CO5, K4) 10

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