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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA - IEV

SEM: III - THEORY EXAMINATION (2024 - 2025 )

Subject: Employee Relations and Labor laws

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**

20

1. Attempt all parts:-

1-a. Payment of wages Act, 1936 came in force on (CO1,K1)

1

- (a) 28th March 1937
- (b) 13263
- (c) 26th March 1937
- (d) 22th March 1937

1-b. The maximum limit sepecified for bonuspayment under the Act(CO1,K2)

1

- (a) 0.2
- (b) 0.0833
- (c) 0.0367
- (d) 0.12

1-c. The main purpose of the Minimum Wages Act, 1948(CO2,K2)

1

- (a) To provide for a uniform wage structure across industries
- (b) To regulate the payment of wages
- (c) To provide for a minimum wage for all employees
- (d) To provide for equal remuneration for men and women

1-d. responsible for fixing the minimum wage under the Minimum Wages Act, 1948(CO2,K2)

1

- (a) State Government
- (b) Central Government

- (c) Employer
  - (d) Employee
- 1-e. The primary objective of the Industrial Disputes Act 1947(CO3,K3) 1
- (a) To provide for the investigation and settlement of industrial disputes
  - (b) To regulate the conditions of employment in industrial establishments
  - (c) To provide for the payment of wages
  - (d) To provide for the certification of standing orders
- 1-f. A type of industrial dispute under the Act(CO3,K3) 1
- (a) Dispute between an employer and an employee
  - (b) Dispute between an employer and a trade union
  - (c) Dispute between two or more trade unions
  - (d) All of the above
- 1-g. The Benefit provided under the Payment of Gratuity Act, 1972(CO3,K3) 1
- (a) Medical benefits
  - (b) Gratuity benefits
  - (c) Sickness benefits
  - (d) All of the above
- 1-h. Eligibility for benefits under the Payment of Gratuity Act, 1972 includes(CO4,K4) 1
- (a) All employees
  - (b) Employees who have worked for at least 5 years
  - (c) Employees who have worked for at least 10 years
  - (d) Only employees in the organized sector
- 1-i. The main sources of conflict are (CO5,K5) 1
- (a) Communication, cultural, and personal differences
  - (b) Economic, social, and political differences
  - (c) Environmental, technological, and demographic changes
  - (d) All of the above
- 1-j. The common cause of conflict are (CO5,K5) 1
- (a) Poor communication
  - (b) Cultural differences
  - (c) Personal differences
  - (d) All of the above

2. Attempt all parts:-

- 2.a. Explain the key principles of collective bargaining .(CO1,K1) 2
- 2.b. Explain the benefit of the Equal Remuneration Act, 1976 to women workers  
.(CO2,K2) 2
- 2.c. Discuss the consequences of an illegal strike or lockout .(CO3,K3) 2
- 2.d. Write a note on the main objective of the Employee's Compensation Act, 1923 2

.(CO3,K3)

2.e. Explain the main objective of the Factories Act, 1948 .(CO5,K5) 2

**SECTION-B**

30

3. Answer any five of the following:-

3-a. Explain the concept of Employee Relations Management (ERM) and its significance in maintaining positive employer-employee relationships.(CO1,K2) 6

3-b. Discuss the role of the International Labour Organization (ILO) in promoting industrial relations and social justice globally.(CO1,K2) 6

3-c. Discuss the provisions for payment of wages under the Payments of Wages Act, 1936 .(CO2,K2) 6

3-d. Discuss the objectives and scope of the Payment of Bonus Act, 1965 .(CO2,K2) 6

3.e. Explain the provisions for penalties and punishment for non-compliance with the provisions of the Industrial Disputes Act, 1947.(CO3,K2) 6

3.f. Discuss the objectives and scope of the Payment of Gratuity Act, 1972 .(C04,K4) 6

3.g. Explain the effects of conflict, including decreased productivity, increased stress, and damaged relationships.(CO5,K5) 6

**SECTION-C**

50

4. Answer any one of the following:-

4-a. Discuss the significance of employee engagement and participation in shaping positive employment relationships and promoting organizational success. Explain the strategies that organizations can adopt to foster employee engagement and participation.(CO1,K1) 10

4-b. Explain the benefits and challenges of implementing participative management in an organization, highlighting the importance of effective communication and leadership.(CO1,K1) 10

5. Answer any one of the following:-

5-a. Explain the concept of "bonus" under the Payment of Bonus Act, 1965, highlighting the significance of this concept in promoting worker welfare(CO2,K2) 10

5-b. Discuss the provisions for penalties and punishment under the Equal Remuneration Act, 1976, highlighting the significance of these provisions in promoting gender equality in the workplace.(CO2,K2) 10

6. Answer any one of the following:-

6-a. Discuss the objectives and scope of the Industrial Disputes Act, 1947, highlighting its significance in promoting industrial peace and resolving industrial disputes.(CO3,K3) 10

6-b. Discuss the role of the National Industrial Tribunal in resolving industrial disputes of national importance, highlighting its powers and procedures.(CO3,K3) 10

7. Answer any one of the following:-

7-a. Explain the salient features of the Maternity Benefit Act, 1961, and its 10

amendments. Explain the role of this Act protect the rights of working women(CO4,K4)

- 7-b. Describe the objective of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 Explain its key provisions(CO4,K4) 10
8. Answer any one of the following:-
- 8-a. Discuss the provisions of the Occupational Safety, Health and Working Conditions Code, 2020, regarding working hours, wages, and social security benefits.(CO5,K5) 10
- 8-b. Discuss the provisions of the Factories Act, 1948, regarding working hours, wages, and social security benefits.(CO5,K5) 10

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