

Code No. 9115

FACULTY OF MANAGEMENT**MBA IV – Semester Examination, June / July 2017****Subject: Labour Laws and Employee Relations****Course No. 4.5.2 (HRM)****Elective – V (Minor – I Area)****Time: 3 Hours****Max. Marks: 80****Note: Answer all the questions.****PART – A (10x2 = 20 Marks)****[Short Answer Type]****1 Write short notes on the following:**

- Briefly explain the classification of labour laws in India.
- State the objectives of labour policy in India.
- What are the features of the EST Act, 1948?
- Define the term 'compensation' as used in the Workmen's Compensation Act.
- What are the salient features of the 'Equal Remuneration Act', 1976?
- Define the term 'wage' as used in the Payment of Wages Act, 1936.
- Discuss the objectives of Trade Union Act, 1926.
- What is Collective Bargaining?
- What is 'Industrial Relations'?
- Define the term 'Industrial conflict'.

PART – B (5x12 = 60 Marks)**[Essay Answer Type]**

- Discuss the role of ILO in labour administration.

OR

 - What are the recommendations of the Second National Commissioner on Labour 2002?
- What are the provisions of the Workmen's Compensation Act 1923?

OR

 - What are the provisions of the EPF and Miscellaneous Provisions Act 1952?
- Explain the main components of wage structure of Industrial employees.

OR

 - What is bonus? State the principle underlying the payment of bonus to employees.
- State the essential conditions for the success of collective bargaining in India?

OR

 - Trace the historical evolution of Trade Union Movement in India.
- What are the recent trends in IR in India? Explain.

OR

 - Discuss the important causes of Industrial Disputes.
