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Total No. of Pages : 2

IV Semester M.B.A. Examination, May - 2019

(Scheme : 2011)

BUSINESS ADMINISTRATION

Labour Legislations (Elective - V - HRM)

Time : 3 Hours

Max. Marks : 75

SECTION - A

Answer all questions. Each question carries 6 marks : [30]

Discuss the salient features of EPF and Miscellaneous Provisions Act.

Are the newly set-up establishment exempted from paying bonus to its employees under Payment of Bonus Act? Discuss.

Discuss powers of Labour Court under Sec. 11A of Industrial Disputes Act.

Define 'Settlement' under Industrial Dispute? What are the provisions contemplated under Industrial Disputes Act for settlement of Industrial Disputes?

Define Contract Labour? Explain the obligations of 'Contractor' and 'Principal Employer'?

SECTION - B

Answer any 3 questions. Each question carries 10 marks : [30]

Define 'Industrial Dispute'? Discuss with illustrations when an individual dispute becomes an Industrial Dispute.

Define 'Occupier' under Factories Act and what are the obligations of an 'Occupier' with regard to Safety, Health and Welfare of his employees?

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8. Define 'Retrenchment'? What are the conditions precedents to Retrenchment?
9. What are the machineries provided under Industrial Disputes Act for the resolution of Industrial Dispute? Discuss.
10. Who is 'Conciliation Officer'? Discuss the duties of Conciliation Officer?

SECTION - C

11. Case Study (Compulsory)

[15]

It was June 18, 2009. Renny Joseph planned a visit to telecommunications division of Vybhav. It was three in the afternoon. Renny was getting down from her car at the entrance to the factory. Sneha, the programmer, came running to Renny and started yelling; "I have been suspended today from work for a minor offence. Yesterday night my 3-year old son was running high temperature and I was required to attend to him the whole night I didn't have a wink of sleep. Today, after lunch I dozed off just for a few minutes and I am penalized. I have been with Vybhav for the past five years. My record has been blemish less. This is not the treatment I deserved".

Renny felt disturbed. She is proud of the fact that Vybhav has been an employee-friendly company. Ditto Renny. She believes in pluralistic approach to industrial relations. She believes in having a union and is wedded to industrial democracy. <https://www.uomonline.com>

While returning from telecommunications division, Renny mulled over several alternatives for Vybhav.

- a) Do you think that Vybhav should have clear guidelines for suspending people?
- b) What should be the follow up action after an employee has been suspended?
- c) What else Renny could do to make managers down the line to have empathy for others? Not to be too harsh on fellow employees?

