

**TILAK MAHARASHTRA VIDYAPEETH, PUNE**  
**BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)**  
**EXAMINATION : DECEMBER - 2022**  
**SEMESTER - VI**

**Sub. : Industrial Relations & Labour Laws (BBA15-HR -613)**

**Date : 28/12/2022**

**Total Marks : 60**

**Time: 10.00am to 12.30pm**

**Instructions:** 1) All questions are compulsory.  
 2) Figures to the right indicate full marks.

**Q. 1. Choose the most appropriate option. (05)**

1. Absence in duty is \_\_\_\_\_
  - a) Habit
  - b) Misconduct
  - c) Rule
  - d) Formality
2. A conciliation officer must submit his report within \_\_\_\_\_ days of the commencement of the conciliation proceedings
  - a) 10
  - b) 14
  - c) 30
  - d) 07
3. Washing Facilities is a part of \_\_\_\_\_ provisions
  - a) Health
  - b) Safety
  - c) Welfare
  - d) All of these
4. \_\_\_\_\_ means no man shall be condemned unheard and be the judge in his own cause
  - a) Domestic Enquiry
  - b) Principles of Natural Justice
  - c) Open Door Policy
  - d) None of these
5. Industrial Relations mainly covers three kinds of relations, Personnel, Labour and \_\_\_\_\_
  - a) General
  - b) Employee
  - c) Public
  - d) None of these

**Q. 2. State True / False (05)**

1. The Board of Conciliation is a tripartite (Third party) body
  - a) True
  - b) False
2. Collective Bargaining helps to promote cooperation and understanding between workers and management
  - a) True
  - b) False
3. Layoff is a temporary cessation of work
  - a) True
  - b) False
4. The certified standing orders are bound on both employers and employees
  - a) True
  - b) False
5. The enquiry officer appointed for the purpose of domestic enquiry must be biased
  - a) True
  - b) False

**Q. 3. Write Short notes on (Any Three) (15)**

1. Features of Trade Union
2. Concept of Misconduct and its Types
3. Disaster and Disaster Management
4. Main Object of Factories
5. Concept of Closure

**Q. 4. Answer in detail (Any Two) (20)**

1. Explain the concept of Industrial Relations in detail?
2. What is meant by collective bargaining. Explain its importance?
3. Explain various machineries for settlement of Industrial Disputes under the Industrial Disputes Act, 1946?

**Q. 5. Case study (Any One) (15)**

1. Rajashree paper Industry is well-known for manufacturing of paper of all types. The employees of the industry were having a trade union. One fine day trade union leader came and started demanding some benefits to the employer. But employer was in the opinion that he was providing good benefits or facilities so there is no need to provide extra facilities.

Union demands were.--

- 1] Don't cut the wages for late coming.
- 2] Lunch break should be given after four hours.
- 3] Union can discuss with management regarding confidential matters.

**Questions :**

- i) Are the demands valid?
  - ii) As a management person how will you deal with the matter?
  - iii) As a Trade union leader what will you do?
2. Mr. Samsung was employed as a semi skilled worker in M/s. United Colours Pvt.Ltd. and also was the member of their Trade Union. Because of some dispute regarding lobbying on the part of Executive members of the trade union he left the Union. As the old agreement of the Union expired the Union entered into new agreement with the London (India) Pvt. Ltd. on such terms and conditions that no member of the Union will participate in any strike unless the process of arbitration and conciliation fails with the management in case of dispute if any and this term was also included in the contract of employment. On the count that, Mr. Samsung left the Union, with the ulterior motive, the executives of the Union demanded that, "Either you dismiss Mr. Samsung or we will go on 'Tool Down Strike' ". Due to such threatening from the Trade Union the management suspended Mr. Samsung and they later on dismissed him. So Mr. Samsung brought the suit for compensation against the Union in the Civil Court for the torturous act committed by the Union and also he filed a complaint application before concerned tribunal for such unlawful retrenchment.

**Questions:**

- i) Whether the suit for compensation against the Union is maintainable as against the complaint filed in the tribunal against the company. Justify your answer with appropriate reasons.
- ii) What are the provisions relating immunity to the registered trade unions in civil cases described under the Trade Unions Act?
- iii) Whether the move of the Executive members of the Trade Union of tool down strike is legal? Justify your answer with appropriate reasons.

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