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MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION : DECEMBER - 2022
SEMESTER - III

Sub: Labour Laws & Industrial Relations (MHRM306)

Date: 23/12/2022

Total marks: 60

Time: 10.00 am To 12.30 pm

SECTION – I

Q. 1. Fill in the blanks.

(5)

1. _____ means the cessation of work by a body of persons employed in the industry.
a) Strike
b) Layoff
c) Retrenchment
d) Lockout
2. An _____ woman shall be entitled to Maternity Benefit under the ESI Act, 1948.
a) Insured
b) Injured
c) Sick
d) None of these
3. As per Payment of Bonus Act, 1965, maximum bonus shall be _____ of the salary or wages earned by the employee.
a) 8.33%
b) 20%
c) 12%
d) 10%
4. Following are the benefits as per ESI Act:
a) Disablement Benefit
b) Maternity Benefit
c) Funeral Benefit
d) All of these
5. Employee can get gratuity after _____ years of continuous service.
a) 15
b) 10
c) 3
d) 5

Q. 2. Answer the following. (Any Two)

(20)

1. Discuss the various authorities under the Industrial Disputes Act, 1947
2. What is a trade union? Discuss the various advantages of a trade union.
3. Enlist and explain the various benefits under ESI Act
4. Explain and differentiate between layoff, retrenchment and lockout

Q. 3. Write notes on. (Any Two)

(10)

1. Strike & Lockout
2. ESI Corporation
3. Benefits under ESI Act

SECTION – II

Q. 4. Case Study

(15)

Laxmi Engineering Ltd. Is a large scale engineering company situated in Thane. The nature of industry is such that a major strength of workers is coolies. There was a strike in the company. However, the Mukadam of Labour was coming everyday on duty. But he was not allowing the workers to come to work. Infact the company was having severe labour problems as the workers had a strong union. Many of the workers were local people. After serious thought and consultation with his colleagues and subordinates, the General Manager dvise a method by which he could attem,pt calling off strike. The General Manager called Mukadam and told him that it was an opportunity for him to call his relatives to work as the management had decided to take fresh labour. This created a desired effect on the workers on struik and they started coming to work. The newly appointed workers who were related to Mukadam were not doing any work because of their relationship to Mukadam. This was an opportunity for the General Manager to prove the inefficiency of the Mukadam and terminate hiom. In this way strike was completely defeated and the Mukadam was also terminated.

Questions :

1. Do you think the tactics of the General Manager are beneficial for the company in the long run? Discuss.
2. Suggest an alternative that could have been adopted by the General Manager to end the strike

Q. 5. Answer the following:

(10)

- a) What is collective bargaining? State its need and importance

OR

- b) Discuss the provisions related to Minimum & Maximum bonus as per Payment of Bonus Act
