

TILAK MAHARASHTRA VIDYAPEETH, PUNE
BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)
EXAMINATION : DECEMBER - 2023
SEMESTER - VI

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

Date : 22/12/2023

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. Industrial Disputes Act was passed in the year
a) 1947
b) 1948
c) 1946
d) 1945
2. _____ means no man shall be condemned unheard and be the judge in his own cause
a) Open Door Policy
b) Principles of natural Justice
c) Domestic Enquiry
d) None of these
3. An adult worker can work upto _____ hours in a day as per the Factories Act,1948.
a) 8
b) 9
c) 10
d) 12
4. Welfare Officers is provided under Section _____ of the Factories Act,1948.
a) 42
b) 49
c) 48
d) 46
5. First Come Last Go is the principle for _____.
a) Layoff
b) Retrenchment
c) Strike
d) Lockout

Q. 2. State True / False (05)

1. Trade Union represents workers for negotiating with the Management.
a) True
b) False
2. Strike can be declared in Public Utility services without any restrictions.
a) True
b) False
3. Layoff is a temporary cessation of work.
a) True
b) False
4. Washing Facilities is a part of Safety Provision.
a) True
b) False
5. Collective Bargaining helps to promote cooperation and understanding between workers and Management.
a) True
b) False

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

1. Strikes
2. Certifying Surgeons
3. Disaster Management
4. Modification of Standing Orders.
5. Domestic Enquiry

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

1. State the various objects of the Industrial Disputes Act in detail.
2. What is Collective Bargaining? State the types of Collective Bargaining.
3. Explain the application of the Principles of Natural Justice in detail.

Q. 5. Case study (Compulsory) (15)

1. Shriram Paper Mills is well known for manufacturing of paper of all types. The employees of the industry were having trade union. One fine day trade Union Leader came and started demanding some benefits to the employees from the employer. But employer was of the opinion that he was providing good benefits or facilities and hence there is no need to provide extra facilities. The demands of the Union were
 1. Not to cut wages for late coming.
 2. Lunch break should be given after four hours
 3. Union can discuss with Management regarding confidential matters.

Consider the above situation and answer the following questions:

- 1) Are the demands Valid?
- 2) As a Management person how will you deal with the matter?
- 3) As a Trade Union Leader what will you do?
