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Total No. of Pages : 03

Total No. of Questions : 10

MBA (Sem.-3)
EMPLOYEE RELATIONS
Subject Code : MBA-932-18
M.Code : 76899
Date of Examination ; 08-12-2023

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. **SECTION-A** contains **EIGHT** questions carrying **TWO** marks each and students has to attempt **ALL** questions.
2. **SECTION-B** consists of **FOUR** Subsections : Units-I, II, III & IV. Each Subsection contains **TWO** questions each carrying **EIGHT** marks each and student has to attempt any **ONE** question from each Subsection.
3. **SECTION-C** is **COMPULSORY** and consist of **ONE** Case Study carrying **TWELVE** marks.

SECTION-A

1. **Answer Briefly :**

- a) What is the importance of trade unions?
- b) What is the most striking feature of the Trade Unions Act of 1926?
- c) What is meant by conciliation?
- d) What is Social Assistance?
- e) What is meant by Social Insurance?
- f) What is meant by labour welfare?
- g) What are the classifications of welfare work?
- h) What is meant by Adjudication?

SECTION-B

UNIT - I

2. *"Industrial Relations play a crucial role in establishing and maintaining industrial democracy"*. Justify this statement.

3. **Write notes on :**

- a) Dunlop's System Approach.
- b) How Employees Relations are an important aspect of Human Resource Management.

UNIT-II

4. Discuss in detail the various provisions of the Industrial Dispute Act of 1947. Explain by highlighting the key features that you think are the most crucial for solving industrial disputes.

5. **Write notes on :**

- a) Conciliation Practices and Types.
- b) Regulation to manage foreign nationals in Indian organizations.

UNIT-III

6. a) Discuss the evolution of social security measures. Also, explain the need and importance of social security in the context of industrial relations.
- b) Write a short note on the Payment of Bonus Act, 1965.
7. Discuss in detail the key features of Workmen's Compensation Act, 1923.

UNIT-IV

8. Discuss in detail the Maternity Benefit Act, 1961. Explain by discussing its key features.
9. Write notes on :
- a) ESI, Act, 1948
 - b) Importance of ILO

SECTION-C

10. **Case Study :**

M/s Industrial Security House (ISH) was a security agency based in the Western State of India. ISH won a tender bid to provide 100 security personnel to National Technical Academy (NTA). NTA was an autonomous institute affiliated to the Central Government of India but registered under the Societies Act of the (Western) State. ISH was mandated to

provide four categories of security personnel viz., (a) Security Supervisor (skilled), (b) Ex-Service Man (skilled), (c) Armed Guard (skilled) and (d) Security Guard (unskilled). 65 of the 100 personnel belonged to the unskilled category of security guard. For the first three categories of personnel, ISH had quoted Central Government minimum wages while for the fourth and unskilled category, they had quoted State Government minimum wages. Accordingly, NTA entered into an agreement with ISH to provide 100 security guards at the rates mentioned as per Central and State minimum wages, respectively. The agreement also stated that as and when the appropriate government revised the minimum wages, NTA would also revise the wages for ISH security personnel in accordance with this revision. Six months after the commencement of the agreement, the Central and State governments issued wage revision notifications. The Central minimum wage rate was much higher than the State minimum wage rate. As per the agreement, ISH put forth a demand for wage revision of its security personnel. ISH contended that since NTA was an autonomous body affiliated to the Central Government, the Central minimum wage rate would be applicable for all its security personnel. NTA responded by stating that Central minimum wage rates would be applicable only for those category of workers for which ISH had quoted Central Government wage rates, i.e., Security supervisor, Ex Service Man and Armed guard. For the Security guards, ISH was eligible only for the revised State Government rates in accordance with the original agreement.

Questions :

- a) Briefly explain the industrial problem highlighted in the case.
- b) In such a scenario, is the agreement considered the primary document for resolution or the status of the Principal Employer, i.e., the autonomous body affiliated to the Central Government?
- c) Which wage rates are applicable to the unskilled category personnel of ISH? Justify your answer.

NOTE : Disclosure of Identity by writing Mobile No. or Marking of passing request on any paper of Answer Sheet will lead to UMC against the Student.