

END TERM EXAMINATION

THIRD SEMESTER [MBA] DECEMBER 2014- JANUARY 2015

Paper Code: MS-227 Subject: Industrial Relations and the Labour Laws
BMS-527

Time: 3 Hours

Maximum Marks: 60

Note: Attempt all the questions as directed. Internal choice is indicated.

- Q1 Write short notes on **any four** of the following:- (5x4=20)
- (a) Joint Management Councils
 - (b) Recognition of a Trade Union
 - (c) Cardinal Principles of Grievance Redressal
 - (d) Voluntary Arbitration
 - (e) Benefits to women workers under Maternity Benefits Act, 1961.
- Q2 "State is an important participant in industrial relations in the country". Comment. Also discuss the role of state in industrial relations in India. (10)
- OR**
- Recent incidents of violence at Manesar plant of Maruti is an indicator of the failure of collective Bargaining process" comment. What are the prerequisites of a good collective bargaining process? Discuss and point out what was lacking at Manesar. (10)
- Q3 Discuss the machinery provided in the industrial disputes Act, 1947 for the settlement of industrial disputes. Elaborate, whether adjudication be preferred over conciliation? (10)
- OR**
- Describe the Safety provisions contained in the Factories Act, 1948. (10)
- Q4 "The ESI Act, 1948 makes first attempt to introduce an integrated system of health, maternity and accident insurance in India". Comment. (10)
- OR**
- Describe the benefits available under the Employees State Insurance Act, 1948. (10)
- Q5 Why Voluntary Retirement schemes are called 'Golden Handshakes'? Explain the benefits of VRS to Employers and employees. (10)
- OR**
- What are the objectives of I.L.O? Elaborate on the influence of I.L.O. Standards on Labour Legislation in India. (10)