



P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belagavi)

Third Semester, Master of Business Administration (MBA)

Semester End Examination; Dec - 2017/Jan - 2018

Legal Environment and Industrial Legislation

Time: 3 hrs

Max. Marks: 100

Note: Answer all FOUR full questions from PART - A and PART - B (Case study) is compulsory.

PART - A

- 1 a. Define Indian Industrial Relation. Explain the key concepts of IR. 10
 b. Briefly explain the scope of the legal environment. 10

OR

- 2 a. Explain the factors which influence the Industrial Relation. 10
 b. Explain the government policies related to labor in five year plans. 10
 3 a. What do you mean by Collective Bargaining? Explain the function of collective Bargaining. 10
 b. What is a negotiation? Explain various techniques of negotiations. 10

OR

- 4 a. Explain the pre requirements for Collective Bargaining. 10
 b. Write a note on input of the ILO on Indian Labor Court. 10
 5 a. What is Trade union? What are the objectives of Trade union? 10
 b. Give Step-wise description of disciplinary procedure followed in Indian organization. 10

OR

- 6 a. What are the rights and responsibilities of Trade union? 10
 b. Comment upon the trends in trade union movement. 10
 7 a. Explain the contents in Employee order standing order Act - 1946. 10
 b. Explain the Grievance procedure. 10

OR

- 8 a. Explain Salient features of the minimum wages Act - 1948. 10
 b. Explain briefly factories Act - 1948, payment of Gratuity Act - 1972. 10

PART - B

9. Case Study (Compulsory) :

The main business of Damodar Electric Supply Corporation is to supply electric energy to the entire district. The Corporation has a work for, Mazdoors etc. General Manager is the Chief Executive, having full authority on all matters of administration. During the last two years, the Corporation has come into financial problems due to economic recession. As such, to bring control on the expenses the General Manager, has issued an unconditional order forbidding supervisory foremen to authorize over-time work under any circumstances.

One day, a cable-laying workman was working inside a wet manhole, in the marshy area near a river. About an hour before closing time he realized that he could not finish the job within the regular working hours. He estimated that the work would be over within four hours more. The foreman having no authority to grant over-time telephoned the Section Officer at the Head Office. Section Officer, unwilling to breach the rule, contacted the Superintendent who in turn asked the Section Officer, to use his discretion. Section Officer conveyed the same message to the foreman. The Foreman, however, was still afraid of the consequences of over-time order. He therefore told the cable lay-man to wrap the cable securely and leave the work, to be finished the next day.

During the night, the river went on flood. Water entered the man-hole by the river-side and the 'cabling' was damaged. The damage to the cable was corrected after many days, involving a great expenditure.

Questions:

- i) Was the Corporation's over-time policy wrong?
- ii) Does the 'Management-by-rule' restrict the initiative of the staff and suppress innovativeness?
- iii) Do you feel 'No Rules Situation' can be advisable for a company?
- iv) Recommend an over-time Policy to the Damodar Electric Supply Corporation.