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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. - 2019

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 Industrial Relations. Explain its importance in an economy. 10
 b. Explain the Industrial Relations in the post Independence period. 10

OR

- 2 a. Define labour legislation. Explain the objectives of labour laws in India. 10
 b. Define ILO. Explain the major activities of ILO. 10
 3 a. Explain the collective bargaining and write the types of collective bargaining techniques practiced in Indian Industries. 10
 b. What are the emerging issues in collective bargaining practices? 10

OR

- 4 a. What are the objectives of Trade Unions in India? 10
 b. Explain in detail the general Grievance procedure followed in an Indian Industry. 10
 5 a. What are the rights and liabilities of Registered Trade Unions? 10
 b. What do you mean by Grievance? What are the factors that arise grievance in an organization? 10

OR

- 6 a. Define discipline. What are the approaches followed by the organization to manage it in the industry? 10
 b. What are the basic ingredients for disciplinary actions? Explain the principles of Hot stove Rule. 10
 7 a. Define "Factory" according to Factory Act of 1948. Explain the Health provisions and working hours under this Act. 10
 b. What do you mean by standing order Act of 1946 and explain its importance? 10

OR

8. Write short notes on all mentioned below: 20
 a) Write on Negotiation b) Maternity Benefit Act 1961
 c) Employee state Insurance Act 1948 d) Minimum Wage Act 1948

PART - B (Case study - Compulsory)

9. Mrs. Katie is an employee of Mc Gregor's Ltd, a software company which works Five days in a week. She had already rendered 4 years of continuous service in the company. However in the financial year 2016-17. She worked for only 150 days because she was on maternity leave with full pay for 90 days. Referring to the provisions of the Gratuity Act 1972 decide.

a) Whether Mrs. Katie is entitled to Gratuity Payable under the Act?

b) Would your answer remain the same in the case of Mc Gregor's Ltd. Worked for 6 days in a week?

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