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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; Jan. / Feb. - 2021

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.

Q. No.	Questions	Marks
PART - A		
1 a.	Define Industrial Relations. Explain the importance of IR in the present world.	10
b.	Explain the role played by NITI AAYOG towards Transforming India.	10
OR		
2 a.	Illustrate the recent trends in IR and how it's impacting to create a stable economy?	10
b.	Define ILO. Write a note on its implications on the labour laws practiced in India.	10
3 a.	What is collective bargaining? Describe the essential conditions for the success of collective bargaining practices followed in Indian industries.	10
b.	Define Negotiations. Discover the importance of it in the industries.	10
OR		
4 a.	Explain the features and functions of Trade Union in Indian organization.	10
b.	Explain in detail the factors influencing employee relations in IT sector in India.	10
5 a.	Identify the grievance procedures followed in Indian industry with its different forms.	10
b.	Define Discipline. Illustrate the different approaches to manage discipline in Industry.	10
OR		
6 a.	Briefly write a note on Industrial employment Act of 1946.	10
b.	Summarize the concept of HOT Stove rule and explain its advantages and disciplinary actions followed in the industries.	10
7 a.	Discuss in brief the provisions given for employment of Women and Safety of employees in Industries (Factories Act of 1948).	10
b.	Explain the maternity Benefit Act, 1961 with the recent amendments in 2016.	10
OR		
8 a.	Explain salient features of Employee's compensation Act of 2013.	10
b.	Explain Employee's State Insurance Act of 1948 in detail?	10

Contd...2

PART - B (Case Study Compulsory)9. **“ A Salary Negotiation”**

A department manager of XYZ Ltd was asked by his secretary for a rise of 10% in her salary. She was worth it. The problems was that 10% represented a large raise compared to 5% other employees had received. Was there a creative both-win wayout of this problem? As they explored the possibilities, several ideas emerged. The company starts work at 8 a.m. to 5 p.m. The manager learned that the secretary encountered heavy traffic every evening on the way home. They agreed to have her work from 7.30 a.m. to 4.30 pm. This saved her atleast 20-25 minutes driving time. Certainly a benefit to her a little or no expenses to developed a new description which gave her more responsibility and at the same time, more interesting work. Both parties benefited from the changed scope of work. The raise itself was then discussed.

A Compromise was reached by agreeing on a 6% raise for three months and then an additional 2% later if the new responsibilities were adequately performed.

- a. Define the techniques used in solving problems through negotiations and which method is used here? 10
- b. Explain the four best principles of Negotiation? Explain the role of and responsibilities of Negotiator. 10

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