



## 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; February / March - 2022**

**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	BLs	COs	POs
<b>PART - A</b>					
1 a.	Define the term "Industrial Relations". Explain different approaches of Industrial Relations.	10	L1	CO1	PO1
b.	Explain in brief "ILO". Write a note on various Rectifications India has done based on the guidelines of ILO.	10	L2	CO1	PO1
<b>OR</b>					
2 a.	Explain the objectives and functions on Legal enactments in India.	10	L6	CO2	PO1
b.	Explain the state Intervention's in IR.	10	L1	CO2	PO2
3 a.	What is collective bargaining? Explain its process.	10	L3	CO3	PO2
b.	What do you mean by negotiation? Explain its various techniques.	10	L2	CO3	PO2
<b>OR</b>					
4 a.	Explain the rights and problems of Registered Trade Unions.	10	L1	CO4	PO3
b.	Explain the classification of T.V.	10	L5	CO3	PO3
5 a.	Explain the model Grievances settlement procedure with a neat diagram.	10	L1	CO1	PO3
b.	Discuss the various steps taken in disciplinary procedures in Indian Industries.	10	L5	CO2	PO4
<b>OR</b>					
6 a.	Discuss on Employee standing order act 1946.	10	L5	CO1	PO3
b.	Summarize the principles of Hot stove Rule As a HR manager which method to be used.	10	L6	CO4	PO3
7 a.	Write a note on gratuity act of 1972.	10	L1	CO1	PO2
b.	Discuss in brief provision related to health and welfare under the factory act 1948.	10	L2	CO2	PO4
<b>OR</b>					
8 a.	Explain salient features of minimum wages Act 1946.	10	L1	CO3	PO2
b.	Discuss maternity Act 1961. Explain its benefits.	10	L6	CO4	PO4

**PART - B (Case Study Compulsory)**

9. **Trade Union:** A multinational company specialized in food processing has been operating in India for about 3 decades. The Co., has recently decided to expand its production. It was decided to shift the factory to a new location about 20 kms away from its present site. As the workers transferred to the new site were living in town, the union demanded an increased of Rs. 60/- per month in the salary, but the company offered to give Rs. 25/- only to cover the Transport cost.

When the plant was being shifted to the new site, Negotiations went on uninterrupted b/w the management and the union on this issue. However both the parties could not come to a settlement even after 6 months.

The management was firm on their decision even though the union indicated some flexibility. The union refused to compromise fully on the issue. They adopted go-slow tactics to pressurize the management. The production went down drastically but still the management was firm on their stand. In the meanwhile the management charge sheeted some of the T.V. Leaders and suspended them with pending enquiry.

**Questions:**

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|----------------------------------------------------------------------------|---|----|-----|-----|
| a. Analyze the care given above and Elucidate the problem and cause.       | 5 | L4 | CO3 | PO4 |
| b. Do you justify the management decision?                                 | 5 | L5 | CO4 | PO5 |
| c. Are the workers right in their approach?                                | 5 | L6 | CO3 | PO5 |
| d. As a general manager (HR) of the Co. how would you resolve the problem? | 5 | L6 | CO4 | PO5 |

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