

P P SAVANI UNIVERSITY

Third Semester of MBA Examination
December 2022

SLMB8390 Industrial Relation

22.12.2022, Thursday

Time: 09:00 a.m. To 11:30 a.m.

Maximum Marks: 60

Instructions:

1. The question paper comprises of two sections.
2. Section I and II must be attempted in separate answer sheets.
3. Make suitable assumptions and draw neat figures wherever required.
4. Use of scientific calculator is allowed.

			CO	BTL
SECTION - I				
Q - 1	Explain the following terms (Any Five)	[05]	1	1
(i)	Industrial Relations			
(ii)	Conciliation			
(iii)	Conflict			
(iv)	Labour Law			
(v)	Principal employer			
(vi)	Discipline			
(vii)	Lay-off			
Q - 2	What is Collective Bargaining? Describe its types. Explain the process of Collective Bargaining.	[10]	2	2
OR				
Q - 2	Define Trade Union. Explain the registration procedure of Trade Unions and Cancellation. Also explain the rules applicable to the Trade Unions.	[10]	2	2
Q - 3	Explain the factors influencing the collective bargaining process?	[10]	2	2
OR				
Q - 3	What is Industrial Relation? Explain the objectives of Industrial Relations.	[10]	1	2
Q - 4	Attempt any one.	[05]	1	2
(i)	Lay-Off and Retrenchment			
(ii)	Factors affecting Industrial Relations			
SECTION - II				
Q - 1	Explain the following terms (Any Five)	[05]	1	1
(i)	WPM			
(ii)	Arbitration			
(iii)	Conciliation			
(iv)	Compensation			
(v)	Apprentice			
(vi)	Adjudication			
(vii)	Provident Fund			
Q - 2	What is Industrial Dispute? Explain the Adjudicatory machinery of Dispute settlement.	[10]	3	2
OR				
Q - 2	Discuss the important objectives of Factories Act, 1948. Briefly explain provisions under the Factories Act, 1948 which ensures safety of the workers against dangerous machinery.	[10]	4	2
Q - 3	What is Workers Participation in Management? Explain the statutory & non	[10]	4	2

statutory forms of worker's participation in management.

OR

Q - 3 Write a note on Maternity Benefits Act, 1981 explaining its scope, applicability, [10] 4 2
provisions, exclusions and major amendments.

Q - 4 Attempt any one. [05] 2 2

(i) Workmen's Compensation for various levels of disability.

(ii) Provisions for Payment of Gratuity along with calculation.

CO : Course Outcome Number

BTL : Blooms Taxonomy Level

Level of Bloom's Revised Taxonomy in Assessment

1: Remember	2: Understand	3: Apply
4: Analyze	5: Evaluate	6: Create