

HI-TECH Institute of Engineering & Technology, Ghaziabad

ODD SEMESTER 2023-24

DEPARTMENT OF MANAGEMENT STUDIES

Subject: Employee Relations and Labour Laws

Code: KMBN HR02

Faculty Name: Prof. Vinay Kumar Agarwal

Time: 3 Hours

Maximum Marks: 100

Note: Attempt Questions from all Sections as per Instructions

**Section -A**

**Q1) Attempt all Questions in brief**

**2 x 10 =20**

Q No.	Question	Marks	CO
a.	Write down the Poor Industrial Relations?	2	CO1
b.	What can be causes of grievances?	2	CO2
c.	What is Arbitration?	2	CO2
d.	Define the term Partial Disablement?	2	CO3
e.	Is it compulsory for all the employees to contribute to the provident fund?	2	CO5
f.	What is Minimum/Maximum Bonus Payable?	2	CO5
g.	What are the different types of industrial dispute?	2	CO2
h.	What do you mean by Trade Union?	2	CO1
i.	Define Progressive Approach to discipline?	2	CO2
j.	Explain key players of Labour relation system?	2	CO1

**Section -B**

**Q2) Attempt any three questions**

**3 x 10=30**

Q No.	Question	Marks	CO
a.	Explain the roles of different participants in the industrial relation system?	10	CO1
b.	What is the obligation of the employer in respect of payment of wages under the Minimum Wages Act, 1948?	10	CO4
c.	What is collective bargaining? What are the matters that can be taken up for collective bargaining?	10	CO2
d.	Discuss the objectives, Scope and Important Provision of the employee's State Insurance Act, 1948?	10	CO4
e.	State the Main Provisions of Child Labour Act (Abolition & Regulative), 1986?	10	CO4

**Section -C**

**Q3) Attempt any one part of the following**

**1x10=10**

Q No.	Question	Marks	CO
a.	Outline the emerging challenges of Industrial Relation in India?	10	CO1
b.	State the Several Provisions of Workmen's Compensation Act, 1972?	10	CO3

**Q4) Attempt any one part of the following**

**1x10=10**

Q No.	Question	Marks	CO
a.	Write down the main provision of 'The Payment of Gratuity Act, 1972?	10	CO5
b.	What are the legal procedures available for the settlement of disputes in India?	10	CO2

**Q5) Attempt any one part of the following****1x10=10**

Q No.	Question	Marks	CO
a.	Suggest ways and means to avoid industrial conflict and disputes in India in the current globalized competitive growth environment?	10	CO2
b.	Explain the impact of globalization on the liberalized economy?	10	CO1

**Q6) Attempt any one part of the following****1x10=10**

Q No.	Question	Marks	CO
a.	What is the various provision mentioned under the child Labour (Prohibition and Regulation) Act, 1986 to protect and safeguard young employees?	10	CO4
b.	Discuss the causes and effects of grievance?	10	CO2

**Q7) Attempt any one part of the following****1x10=10**

Q No.	Question	Marks	CO
a.	Explain the Child Labour (Prohibition and Regulation) Amendment Act?	10	CO4
b.	What is the time for payment of maternity benefits? Is a women entitled to any leave with wages for miscarriage?	10	CO5