

Code: 17E00310

MBA III Semester Regular Examinations November/December 2018

LABOR LAWS & LEGISLATION

(For students admitted in 2017 only)

Time: 3 hours

Max. Marks: 60

All questions carry equal marks

SECTION – A

(Answer the following: (05 X 10 = 50 Marks))

- 1 “Industrial relations in India are not conducive to rapid industrial growth” - Do you agree? Substantiate your answer.

OR

- 2 Enumerate the significance of industrial relations and examine the issues in the Indian public sector.

- 3 Elaborate the various statutory and non-statutory welfare amenities that are provided in organizations and evaluate their effect on the morale of the employees.

OR

- 4 Explain the provisions relating to registration of establishments and licensing of contractors under the Contract Labour (Regulation and Abolition) Act, 1970.

- 5 Describe the procedure for fixing and revising the minimum rates of wages under the Minimum Wages Act, 1948.

OR

- 6 Explain the objectives of payment of minimum and maximum bonus under the Payment of Bonus Act, 1965.

- 7 Describe the duties of labour courts and conciliation officers as laid in the Industrial Disputes Act, 1947.

OR

- 8 Elucidate the privileges of a registered trade union under the Trade Unions Act 1926.

- 9 Describe the applicability and non-applicability of the Employees Provident Funds and Miscellaneous Provisions Act, 1952 to establishments.

OR

- 10 Summarize the obligations on the part of the employer and the rules relating to nomination by an employee under the payment of gratuity act 1972.

PART – B

(Compulsory question, 01 X 10 = 10 Marks)

- 11 **Case study:**

Jeeva Industries limited is private company making tyres with their Head Quarters at Chennai. Labor management relations were cordial. They have three years wage agreement renewed periodically without any strike or lockout for the last ten years. There were three main Unions ENTUC, AITUC and CITU owing allegiance to respective political parties.

Contd. in page 2

Current wages agreement is likely to expire shortly. Mr. Vijay, Director, HR was holding negotiations with union leaders for the last three months. During this period, he sorted out differences on all seven out of 8 points. The 8th point was in regard to the wages increase. Union originally demanded a wage raise of 30% whereas the management was prepared to go only for 15%. After a series of discussion, union leaders agreed to come down to 25% and the management has agreed to increase to 17%. The stalemate continued for the next 20 days. Finally the management has accepted 18% increase. Union leaders did not agree and called for a strike. Even after one week strike, the management did nothing. The Union gave a public advertisement stating its side and the management has also given an advertisement that the strike is unwarranted and they have no other alternative except to go for a lockout. It also stated that their offer of present agreement will remain valid only for the next three days.

Questions:

- (a) Explain the union's rationale of the latest demand.
- (b) Explain the reasons for management action.
- (c) Predict the outcome, of this dispute.
- (d) Suggest additional gestures from management or union to break the statement.
