

Total No. of Questions : 5]

SEAT No. :

PB4435

[6201]-211

[Total No. of Pages : 2

First Year M.B.A.

206(HR)-SC-HRM-02 : EMPLOYEE RELATIONS & LABOUR

LEGISLATION - II

(Revised 2019 Pattern) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicates full marks.*

Q1) Answer any 5 out of 8.

[5×2=10]

- a) Define Trade Union as per Trade Union Act, 1926.
- b) Define Lay off as per Industrial disputes Act, 1947.
- c) Define sexual harassment as per the sexual harassment of women at workplace Act, 2013.
- d) What do you mean Gandhian approach to employee relations.
- e) What do you mean by grievance management at workplace.
- f) Define factory as per factories Act, 1948.
- g) What are the opening & closing hours of a commercial establishment
- h) What do you mean by retrenchment.

Q2) Answer any 2 out of 3.

[2×5=10]

- a) Importance of workers participation in management.
- b) Distinguish between Strike & Lock-Out.
- c) Rights of Recognised Trade Union.

Q3) a) What is the role of the ILO in setting International Labour standards & how do these standards impact business operating across borders?[10]

OR

- b) Explain the authorities under the Industrial Disputes Act, 1947.

P.T.O.

Q4) a) Explain the provisions related to registration of Trade Unions as per Trade Union Act, 1926. **[10]**

OR

b) Explain the provisions of working hours of adults as per the factories Act, 1948.

Q5) a) How does worker's participation in mgt. Contribute to fostering a culture of transparency, accountability & employee engagement within the organisation. **[10]**

OR

b) Explain the provisions of constitution of Internal complaints committee & Local complaints committee as per the Sexual Harassment of women at workplace Act, 2013.

