

Centre for Distance and Online Education  
MMS Programme: Semester – III (2022-2024)  
Human Resources Specialization

**Subject: Labour Law and Implication on Industrial Relations**

75 Marks

**Q.P. Code: 00005440**

**Instructions**

1. Q1 (20 marks) and Q8 (15 marks) is compulsory
  2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7
  3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks
  4. Figures to the right indicate full marks
  5. Draw neat diagrams wherever necessary
- 

**Q1. Is compulsory (20 marks)**

Case Study: Industrial Disputes in a Manufacturing Unit

A mid-sized manufacturing unit recently experienced a significant conflict between management and workers over wage increments and working conditions. The unionized workforce staged a strike, leading to a complete halt in production. The management argues that the current economic conditions do not permit wage increases, while the workers insist on their rights to fair compensation. After prolonged negotiations, the dispute was resolved through the intervention of a third-party mediator.

- a) Analyze the role of collective bargaining in resolving this dispute.
- b) Discuss the legal provisions under the Industrial Disputes Act, 1947, that apply to this situation.
- c) Explain the importance of alternative dispute resolution mechanisms in industrial relations.
- d) What could be the long-term implications of such disputes on the industrial relations within the company?

**Q2 Any two from (a) or (b) or (c) (10 Marks)**

- a) Discuss the historical evolution of industrial relations in India.
- b) Explain the System Approach to industrial relations and its relevance in modern workplaces.
- c) Analyze the role of government agencies in maintaining industrial relations.

**Q3 Any two from (a) or (b) or (c) (10 Marks)**

- a) Describe the basic grievance machinery in an industrial organization.
- b) Explain the disciplinary procedures typically followed in Indian companies.
- c) Discuss the importance of workers' participation in management.

**Q4 Any two from (a) or (b) or (c) (10 Marks)**

- a) Outline the key provisions of the Trade Union Act, 1926.
- b) Discuss the impact of the MRTUP & PULP Act, 1971, on union recognition.
- c) Explain the Industrial Employment (Standing Orders) Act, 1946.

**Q5 Any two from (a) or (b) or (c) (10 Marks)**

- a) Discuss the significance of the Factories Act, 1948, in ensuring worker safety.
- b) Explain the key features of the Bombay Shops and Establishment Act, 1948.
- c) Analyze the role of state intervention in industrial relations.

**Q6 Any two from (a) or (b) or (c) (10 Marks)**

- a) Discuss the main provisions of the Workmen's Compensation Act, 1923.
- b) Explain the benefits provided under the ESI Act, 1948.
- c) Describe the Gratuity Act, 1972, and its importance for employees.

**Q7 Any two from (a) or (b) or (c) (10 Marks)**

- a) Explain the concept of minimum wages under the Minimum Wages Act, 1948.
- b) Discuss the procedure for the payment of wages under the Payment of Wages Act, 1936.
- c) Analyze the impact of wage legislation on industrial relations.

**Q.8 Short Notes:**

**Write short notes on any three of the following (15 marks):**

- a) Maternity Benefit Act, 1961
- b) Apprentice Act, 1961
- c) Employment Exchange Act, 1951
- d) Payment of Bonus Act, 1965

**Note:**

**A Student has to separately secure minimum 50% marks in the Internal assessments and secure minimum 50% marks in the Semester End Examination in every subject to be declared as Pass.**