

**MASTER OF BUSINESS ADMINISTRATION  
(MBACT)**

**Term-End Examination**

**December, 2015**

**MCTE-024 : INDUSTRIAL RELATIONS AND  
LABOUR LAWS**

*Time : 3 hours*

*Maximum Marks : 100*

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- Note :** (i) *Answer any five questions.*  
(ii) *All questions carry equal marks.*
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1. What do you mean by 'Collective Bargaining' ? 20  
Explain its advantages and disadvantages.
2. Discuss various structural types of trade unions. 20  
Describe the structure of trade unions in India  
with a suitable illustration.
3. What is strike ? How is legal strike different from 20  
illegal strike ? Explain using suitable example.
4. What are the social security legislations ? How 20  
are they important for the working class ?

5. Describe the salient features of Factories Act, 1948. Explain different provisions under the Act for : 20
- (a) Leave of workers
  - (b) Health and welfare of workers
  - (c) Restriction on working hours
  - (d) Safety officer
6. Explain the importance of grievance redressal system in industrial relations. What makes it a perfect model of grievance redressal mechanism ? 20
7. Discuss the main provisions of the Minimum Wages Act, 1948. State how the Inspectors are appointed for the purpose of Minimum Wages Act and what powers they have ? 20
8. Write short notes on **any four** of the following : 4x5=20
- (a) Principle of Natural Justice
  - (b) 'Hot Stove' rule
  - (c) Management of Sexual Harassment
  - (d) White Collar Unionism
  - (e) Industrial dispute v/s Individual dispute
  - (f) 'Contract of Service' v/s 'Contract for Service'
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