

00023

**MASTER OF BUSINESS ADMINISTRATION
(MBACT)**

**Term-End Examination
December, 2013**

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

Time : 3 hours

Maximum Marks : 100

Note : Answer any five questions. All questions carry equal marks.

1. What do you mean by Industrial Relations ? 20
Describe scope and different approaches to Industrial Relations.
2. Explain the concept of industrial disputes. Discuss 20
the effect of industrial disputes to the employer and employees.
3. Define trade union. Discuss the nature and scope 20
of a trade union citing Indian examples.
4. Define Grievance and enlist its characteristics. 20
Why are grievances caused in an organisation and how can these be redressed ?
5. What are the important factors for determining 20
wage structure of an organisation ? Critically analyse the role of wage theories in determining wage structure.

6. What are the essential features of a sound disciplinary system ? What is "Hot - stove" rule ? 20
7. Write short note on **any two** of the following : 10+10
- (a) Scope of the employees Compensation Act, 1923
 - (b) Scope of the payment of Gratuity Act, 1972
 - (c) Scope of the payment of Bonus Act, 1965
 - (d) Scope of Maternity Benefit Act, 1961
8. Write down the provisions of the factories Act, 1948 with special reference to restrictions on working hours, leave and health and welfare of workers. 20
-