

**MASTER OF BUSINESS ADMINISTRATION  
(MBACT)**

**Term-End Examination**

**December, 2014**

00320

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

*Time : 3 hours*

*Maximum Marks : 100*

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

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1. What is a Factory as per Factories Act, 1948 ?  
What are the responsibilities of an occupier ?  
Critically examine. 20
  
2. Critically examine the concept "Arising out and  
in course of Employment," in Employees  
Compensation Act, 1923. 20
  
3. What are the authorised deductions under  
Payment of Wages Act, 1936 ? Examine. 20
  
4. What is Industrial Discipline ? How do  
organisations manage it ? 20

5. How is annual bonus calculated ? What is the Set-On and Set-Off under Payment of Bonus Act, 1965 ? 20
6. What is grievance ? How are grievances resolved in Industry ? Can you suggest some improvements in the existing system ? 20
7. Who are the major stakeholders in IR ? What are the major challenges before trade unions in the emerging IR scenario ? 20
8. Critically examine the concept of any *two* under IDA 1947 : 10+10=20
- (a) Public Utility Services
  - (b) Industrial Dispute
  - (c) Unfair Labour Practices
  - (d) Industry
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