

**MASTER OF BUSINESS ADMINISTRATION
(MBACT)**

Term-End Examination

June, 2014

**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 ? What is their importance ? Describe the conditions for good Industrial Relations. 20
2. What is an Industrial Dispute under the Industrial Dispute Act, 1947 ? Is Industrial conflict well managed in our industrial systems ? 20
3. What is "Grievance" ? Distinguish between a Grievance and a dispute Grievance leads to dispute. Justify it. 20
4. Why do workers organise into unions ? Trace the origin and growth of Trade Unions in India. 20
5. What do you mean by Wage-Incentives ? Which of the two incentives, short-term or long-term incentives should be adopted by Indian Industry ? 20

6. Describe the procedure for taking Disciplinary Action. Can the workers challenge the punishment ? 20
7. Write short-note on **any two** of the following : 10+10
- (a) Scope of the Minimum Wages Act, 1948
 - (b) Scope of the Equal Remuneration Act, 1976
 - (c) Scope of the Employees Provident Fund Act, 1952
 - (d) Scope of the Employees State Insurance Act, 1948
8. What do you mean by social security ? Describe the different social security laws pertaining in India. 20
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