

Reg. No. : .....

Name : .....

**Third Semester B.B.A. Degree Examination, December 2016**  
**(Career Related First Degree Programme Under CBCSS)**  
**Elective Course**  
**BM 1361.1 : LABOUR LAW AND INDUSTRIAL RELATIONS**  
**(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 80

**SECTION – A**

- I. Answer **all** questions **not** exceeding **two** sentences **each**. **Each** question carries **one** mark. **(10×1=10 Marks)**
- 1) What do you mean by Industrial Relations ?
  - 2) What is the primary goal of social justice ?
  - 3) State any two main principles of ILO.
  - 4) What do you mean by Adjudication ?
  - 5) Define Award.
  - 6) Define collective bargaining.
  - 7) What is a 'Charge Sheet' ?
  - 8) Who is a child worker ?
  - 9) Define 'Employee' under the Provident Fund Act.
  - 10) What do you understand by Gratuity ?

**SECTION – B**

- II. Answer **any eight** questions **not** exceeding **one** paragraph **each**. **Each** question carries **two** marks. **(8×2=16 Marks)**
- 11) What are the powers of inspectors according to The Factories Act 1948 ?
  - 12) What are the weekly and daily hours for which an adult worker may be required or allowed to work in a factory ?



- 13) What do you understand by occupational diseases ?
- 14) State any four powers of ESI corporation.
- 15) What is Employees State Insurance Fund ?
- 16) Who is an employee under EPF Act 1952 ?
- 17) What do you understand by 'Family' in Payment of Gratuity Act ?
- 18) Define 'wages' under the Payment of Wages Act 1936.
- 19) What are the important objects of Industrial Disputes Act ?
- 20) Distinguish between Lock-out and Lay-off.
- 21) Name the popular approaches to IR.
- 22) State the various methods available for resolving disputes.

### SECTION - C

III. Answer **any six** questions **not** exceeding **one** page **each**. **Each** question carries **four** marks.

**(6×4=24 Marks)**

- 23) Explain the role of Trade Unions in keeping good Industrial Relations.
- 24) Discuss the need for Labour Laws in India.
- 25) Briefly discuss the pluralistic approach to IR.
- 26) Discuss the major provisions of Factories Act 1948 relating to safety.
- 27) Explain briefly the objectives of Industrial Relations.
- 28) What are pre-requisites for collective bargaining ?
- 29) Discuss briefly the different types of welfare activities for improving labour welfare.
- 30) How is the amount of compensation payable to an injured workman calculated under the Workmen's Compensation Act 1923 ?
- 31) What are the different types of benefits provided by ESI Act. 1948 ?



SECTION - D

IV. Answer **any two** questions **not** exceeding **four** pages. **Each** question carries **15** marks. **(2x15=30 Marks)**

- 32) Discuss the importance of IR in the Indian context.
  - 33) Discuss briefly the origin and growth of Trade Union movement in India.
  - 34) Discuss briefly the different methods of Industrial dispute settlements.
  - 35) Discuss in detail the scope and object of Employee's Provident Fund Act, 1952.
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Third Semester B.B.A. Degree Examination, December 2017  
(Career Related First Degree Programme under CBCSS)  
Elective Course

BM 1361.1 : LABOUR LAW AND INDUSTRIAL RELATIONS  
(2014 Admission Onwards)

Time : 3 Hours

Max. Marks : 80

SECTION – A

I. Answer **all 10** questions **not** exceeding **two** sentences **each**. **Each** question carries 1 mark. **(10×1=10 Marks)**

- 1) What do you understand by Industrial relations ?
- 2) Write the expansion of
  - a) CITU
  - b) ASSOCHAM
- 3) Define 'Workmen'.
- 4) What do you mean by collective bargaining ?
- 5) Define 'Industrial dispute'.
- 6) What is meant by conciliation ?
- 7) What is meant by total disablement ?
- 8) What do you mean by Hazardous process ?
- 9) Name any four benefits provided under ESI Act-1948.
- 10) What is the maximum amount of gratuity payable to an employee on termination of employment ?



## SECTION - B

II. Answer **any eight** questions **not** exceeding **one** paragraph **each**. **Each** question carries **two** marks. **(8×2=16 Marks)**

- 11) State any four causes of Industrial accidents.
- 12) Name any four Acts in India relating to health and safety.
- 13) What do you understand by safety week and safety awards ?
- 14) Explain the Marxist Approach to Industrial Relations.
- 15) What are Labour Laws ?
- 16) What do you mean by Social Justice ?
- 17) Define Trade Union.
- 18) State any four functions of Trade Unions.
- 19) Define 'Arbitration'.
- 20) What is Wage and Minimum Wage ?
- 21) Define 'Employee' under EPF Act 1952.
- 22) Distinguish between Lay-off and Lock-out.

## SECTION - C

III. Answer **any six** questions **not** exceeding **one** page **each**. **Each** question carries **4** marks. **(6×4=24 Marks)**

- 23) What are the objectives and pre requisites for collective bargaining ?
- 24) Explain the Constitution and working of 'Workers Committee'.
- 25) Write notes on 'Award' as per Industrial Disputes Act 1947.
- 26) What are the provisions in the Factories Act regarding health of workers ?
- 27) What are the welfare measures that an enterprise can provide to its labourers ?



- 28) Explain briefly the need for Labour Laws.
- 29) Explain why do employees Join Unions.
- 30) Explain briefly the steps involved in the process of collective bargaining.
- 31) What are the objectives of Industrial Relations ?

SECTION – D

IV. Answer **any two** questions **not** exceeding **four** pages. **Each** answer carries **15** marks.

- 32) Explain the factors affecting Employees relations strategy and role of government in IR.
- 33) Discuss briefly the different methods of settlement of Industrial disputes.
- 34) Discuss briefly the provision of workmen compensation Act 1923.
- 35) Discuss the important provisions of Factories Act related to ensuring 'Health and Safety' of workmen. **(2×15=30 Marks)**



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Third Semester B.B.A. Degree Examination, January 2019  
Career Related First Degree Programme Under CBCSS  
Elective Course : BM 1361.1 : LABOUR LAW AND INDUSTRIAL  
RELATIONS (IR)  
(2014 Admission - 2016 Admission)

Time : 3 Hours

Max. Marks : 80

SECTION - A

Answer **all** questions in **one** or **two** sentences. **Each** question carries **1** mark.

1. What do you mean by trade union ?
2. Define industrial relations.
3. What do you mean by industrial disputes ?
4. What do you mean by conciliation ?
5. Define the term 'worker' under the Factories Act, 1948.
6. Define grievance.
7. Define the term 'contribution' under the Employee's State Insurance Act, 1948.
8. Define collective bargaining.
9. What is distributive bargaining ?
10. What is imagined grievance ?

(10×1=10 Marks)

SECTION - B

Answer **any 8** questions. **Each** question carries **2** marks.

11. What are the functions of collective bargaining ?
12. Write a short note on the object and scope of the Factories Act, 1948.
13. What are the methods of identifying grievances ?
14. Write a short note on compulsory arbitration.
15. Define the term "employee" under the Minimum Wages Act, 1948.
16. Write a short note on The Employees' State Insurance Act, 1948.

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17. Discuss the scope of collective bargaining.
18. Write a short note on The Minimum Wages Act, 1948.
19. What are the measures to improve the trade unions ?
20. What are the objectives of industrial relations ?
21. What are the areas of grievances ?
22. Write a short note on Trade Unions Act, 1926.

(8x2=16 Marks)

SECTION - C

Answer **any 6** questions. **Each** question carries **4** marks.

23. Discuss the role of government in industrial relations.
24. Discuss the nature of industrial relations.
25. Explain the importance of trade unions.
26. What are the reasons for grievances ?
27. Explain the determining factors of industrial relations.
28. Explain the role of trade unions.
29. Explain the grievance procedure.
30. Discuss the main characteristics of collective bargaining.
31. Define the term "wages" under the Minimum Wages Act, 1948. (6x4=24 Marks)

SECTION - D

Answer **any 2** questions. **Each** question carries **15** marks.

32. Discuss the types of collective bargaining.
33. Discuss in brief the provisions of Factory Act, 1948, regarding the welfare of workers.
34. Define trade union. What are the problems faced by Indian trade unions ?
35. Explain the parties to industrial relations. (2x15=30 Marks)



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Third Semester B.B.A Degree Examination, October 2019  
Career Related First Degree Programme under CBCSS  
BM 1361.1 LABOUR LAW AND INDUSTRIAL RELATIONS  
(2014 Admission – 2016 Admission)

Time : 3 Hours

Max. Marks : 80

SECTION – A

Answer all questions in one word or two sentences. Each questions carries 1 mark.

1. What is Labour Laws?
2. What is Gratuity?
3. Define IR?
4. What is Adjudication?
5. What is industrial Dispute?
6. What is Arbitration?
7. What is Hazardous Processes?
8. Name the parties of IR?
9. What is Conciliation?
10. What is Provident Fund?

(10 × 1 = 10 Marks)

P.T.O.

## SECTION – B

Answer any **eight** questions, not to exceed one paragraph. Each questions carries 2 mark.

11. What is IR Strategy?
12. What is Resolving Disputes?
13. What are the objectives of Labour Laws?
14. Write the features of IR?
15. What is Legislation?
16. What is Protective Regulation?
17. What is Trade Union?
18. What is Collective Bargaining?
19. What is IR Divisions?
20. What are the nature of Disputes?
21. What is Factories Act 1948?
22. What are the importance of Legislations?

**(8 × 2 = 16 Marks)**

## SECTION – C

Answer any **six** questions, not to exceed **120** words. Each questions carries **4** mark.

23. What are the various Parties of IR?
24. Explain Industrial Disputes Act 1947.
25. What are the various causes of Disputes?

26. What are the purpose of Labour laws?
27. Explain Social Security?
28. Explain the Procedure for Settlement of claims?
29. What are the features of IR?
30. Write a short note on Workmen Compensation Act 1923.
31. Explain the Merits and Demerits of IR?

**(6 × 4 = 24 Marks)**

#### SECTION – D

Answer any **two** questions, Each questions carries **15** marks.

32. Explain Trade Union Movement in India.
33. What are the various factors Influencing Social and Labour Legislation in India?
34. What are the various types of Labour Legislations?
35. Explain the procedure for Arbitration?

**(2 × 15 = 30 Marks)**

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