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Time: 3 hrs

GIET UNIVERSITY, GUNUPUR – 765022

M. B. A (Third Semester) Examinations, February – 2023

21MBAHR23002 - Industrial Labour Laws

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)**PART – A****(2 x 10 = 20 Marks)**Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. The industrial employment act 1946 supports what?	CO1	L2
b. What is factories act 1948?	CO2	L1
c. Write a brief note on industrial dispute act 1947.	CO1	L1
d. What is your understanding on exploiting of labour?	CO3	L2
e. Can we appoint a child for our domestic work?	CO3	L5
f. What is the need of employee insurance in the factories?	CO5	L4
g. What do you mean by CTC?	CO3	L2
h. Explain about contract labours.	CO2	L2
i. What do you mean by trade unions?	CO1	L1
j. What is state insurance act 1972?	CO5	L2

PART – B**(8 x 5 = 40 Marks)**Answer **ALL** questions

	Marks	CO #	Blooms Level
2. a. Write a note on Industrial Dispute act 1947.	8	CO1	L2
(OR)			
b. Write a short notes on Trade Unions act 1926 with two suitable examples.	8	CO1	L2
3.a. “Effective Discipline can have a positive effect on the productivity of employees” Discuss	8	CO2	L3
(OR)			
b. Explain about factories act 1948.	8	CO2	L1
4.a. Explain about minimum wages act 1948.	8	CO3	L1
(OR)			
b. Explain about payment of wages act 1936.	8	CO3	L1
5.a. Write your complete understanding on 1961, Maternity Benefit Act.	8	CO4	L2
(OR)			
b. Mr. Radhey Shyam appointed as Machine Operator on probation for a period of 6 months. After completion of 6 months, the management took a test in which Mr. Radhey Shyam could not qualify and his probation period was extended for another 6 months. Again a test was organized but again the employee could not qualify. Hence his services came to an end on the basis of conditions stipulated in appointment letter.	8	CO4	L4
Employee challenged the termination.			

TERMS OF APPOINTMENT:

- i. You are being appointed as Machine operator trainee for a period of 6 months provided that employer may in his discretion extend the period of training for giving his services as trainee for such further period not exceeding one year.
- ii. The employer may terminate this agreement at any time without prior notice.
- iii. The candidate shall diligently pursue the course of his training and abide the rules for time being in force relating to the conduct of training and pass the described test.

As a Personnel Manager, write the legal course of action. Give reference of case law and sections of related acts

6.a. Explain about employees' state insurance act 1972. 8 CO5 L2

(OR)

b. Raman is the Sales manager of a reputed Corporation. He has 25 employees in his department, and all are paid commission for their sales in their territories. For the past 3 years the market for the company's goods has been steadily growing and the majority of Raman's staff have met this growth with increased sales. However, one employee in particular, Gopal has not kept up with the pace. 8 CO5 L4

Gopal has been with this corporation for over 20yrs and is now 56 yrs old. He is a friendly man and is liked by all his peers and those to whom he sells the company's products on a regular basis. The company has always considered Gopal dependable and loyal. Through the years, he has been counted as an asset to the company, but at the age of 56, he has gone into an age of semi-retirement.

Gopal's sales have not increased as others have and he does not have the determination to acquire a significant increase in sales. Raman wishes to change this situation. He wants to motivate Gopal into increasing his sales to match that of his younger peers. To do this, Gopal must begin to do more than just put in his time, but Raman is not sure how to go about trying to motivate him. Unlike the majority of new employees, Gopal is an old man, who within a few years will reach the age of retirement.

If you were Raman, the sales manager, what would you do?

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