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Question Paper Code :214016

MBA DEGREE EXAMINATION APRIL/ MAY 2026
Third Semester
BA4016- Industrial Relations and Labour Legislations
(Regulation: 2021)

Time : 3 Hours

Answer ALL Questions

Max. Marks 100

PART-A (10 x 2 = 20 Marks)

1. State the objectives of industrial relations.
2. List of the problems faced by trade union?
3. Define industrial dispute.
4. List any two causes of industrial conflicts.
5. State the purpose of the minimum wages act, 1948.
6. Compare the labour laws in organizes vs unorganized sectors.
7. Define equal remuneration.
8. Describe how bonus is calculated in an organization?
9. State any two benefits of ESI.
10. Discuss Why the child labour prevention act was implemented?

Part – B (5 x 13 = 65 marks)

11. a) Describe the importance of industrial relations in modern organization.

OR

- b) Explain the role and function of trade union in India.
12. a) Illustrate the methods of preventing industrial conflict in organization.

OR

- b) Assess the statutory and voluntary welfare schemes for workers.

13. a) Describe the objectives of minimum wages act, 1948.

OR

- b) Examine the challenges in implementing labour laws in India.

14. a) Illustrate the implementation of equal pay for equal work.

OR

- b) Examine gender equality issues in wage distribution.

15. a) Discuss the effectiveness of the maternity benefit act, 1961 in protecting women employees.

OR

- b) Critically assess the role of government policies in preventing child labour.

PART C (1 X 15 = 15)

16. a) A manufacturing company hired workers through contractors for packaging work. These contract labourers worked the same hours as permanent employees but received lower wages and no benefits like bonus or leave. Over time, the workers became dissatisfied and raised complaints with management, but no action was taken.

1. What is the main issue in this case?
2. Is the company following fair labour practices? Why or why not?
3. Which provisions of the Contract Labour (Regulation and Abolition) Act, 1970 are being violated?
4. Suggest measures to resolve the issue.

OR

- b) Ravi, a factory worker, was covered under the Employees' State Insurance Act, 1948. When he fell seriously ill, he visited a private hospital instead of an ESI hospital and later requested reimbursement. His claim was rejected by the ESI authorities.

1. Why was Ravi's claim rejected?
2. Under what conditions can ESI beneficiaries avail treatment?
3. Can ESI cover treatment in private hospitals? Explain.
4. What should Ravi have done to receive benefits?