

THE KAVERY ENGINEERING COLLEGE
(An Autonomous Institution)

MBA DEGREE END SEMESTER THEORY EXAMINATIONS, APRIL-MAY 2025

Third Semester

Master of Business Administration

BA4016 - Industrial Relations and Labour Legislations

Regulations - 2021

Duration : 3 Hrs

Maximum : 100 Marks

PART – A (ANSWER ALL QUESTIONS) (Marks 10*2=20)

Q.No	Questions	BLT	CO	Marks
1.	List down the functions of Trade Unions.	L1	1	2
2.	Explain the factors influencing Industrial Relations.	L2	1	2
3.	What is a dispute? Explain the reasons that cause Industrial Disputes.	L2	2	2
4.	Label the measures for prevention of strikes.	L1	2	2
5.	What are the objectives of Minimum Wages Act, 1948?	L2	3	2
6.	Define Labour Legislations.	L1	3	2
7.	List the objectives of Equal Remuneration Act, 1976.	L1	4	2
8.	Mention the rules of Compensation.	L1	4	2
9.	Define ESI.	L1	5	2
10.	Interpret the scenario, 'Maternity Benefit Act' 1961.	L2	5	2

PART – B (ANSWER ALL QUESTIONS) (Marks 5*16 = 80)

Q.No	Questions	BLT	CO	Marks
11.	a i What is trade union? What is the mode of registration of trade union and under what circumstances a certificate of registration of trade union may be withdrawn or cancelled by Registrar?	L2	1	8
	ii List out various approaches to industrial relations.	L4	1	8
	Or			
	b Inspect the Rights and immunities available to a registered trade union under the trade union Act-1926.	L4	1	16
12.	a i Examine is Labour welfare? Discuss the principles of labour welfare services?	L4	2	8
	ii Simplify the Industrial tribunal in three-tier system of adjudication.	L4	2	8
	Or			
	b Analyze the industrial disputes will be resolved as per Industrial Disputes Act 1947. Explain the objects and characteristics of Industrial Disputes Act, 1947.	L4	2	16

13.	a	i	Examine the amount of Compensation? Explain the method of calculating wages in contrast with minimum wages act, 1948.	L4	3	8
		ii	Evaluate any four principles of code of conduct.	L5	3	8
			Or			
	b	i	List any four principles of labour legislations-Factories Act, 1948.	L4	3	8
		ii	Identify the origin and growth of Labour Legislation in India.	L3	3	8
14.	a	i	Elaborate Apprenticeship Training Scheme.	L3	4	8
		ii	Estimate the purpose of equal remuneration act.	L3	4	8
			Or			
	b	i	Extend the procedure for approval of Standing Order.	L3	4	8
		ii	What are the provisions under Payment & Forfeiture of Gratuity?	L3	4	8
15.	a	i	Label some important legislative measures provided for the welfare of women workers.	L3	5	8
		ii	Interpret ESI act and what are the provision under ESI 1948.	L2	5	8
			Or			
	b	i	Employees' Provident fund and Miscellaneous provisions act, 1952-Justify.	L4	5	8
		ii	Summarize the Child Labour Prevention and Regulation Act, 1986.	L2	5	8