

THE KAVERY ENGINEERING COLLEGE*(An Autonomous Institution)*

UG/PG DEGREE END SEMESTER THEORY EXAMINATIONS, APRIL/MAY 2026

*Third Semester**Master of Business Administration*

PMBE2420 / BA4016 - INDUSTRIAL RELATIONS AND LABOUR LEGISLATIONS

*Regulations – 2024 & 2021**Duration : 3 Hrs**Maximum : 100 Marks***PART – A (ANSWER ALL QUESTIONS) (Marks 10*2=20)**

<i>Q.No</i>	<i>Questions</i>	<i>BTL</i>	<i>CO</i>	<i>Marks</i>
1.	Define Industrial Relations.	L1	1	2
2.	State any two objectives of the Trade Unions Act, 1926.	L1	1	2
3.	What are the causes of industrial disputes?	L1	2	2
4.	Differentiate between conciliation and adjudication.	L2	2	2
5.	List the principles of labour legislations.	L1	3	2
6.	Mention the salient features of the Factories Act, 1948.	L2	3	2
7.	What is the objective of the Apprentices Act, 1961?	L1	4	2
8.	Write short notes on the Equal Remuneration Act, 1976.	L1	4	2
9.	Show the provisions of the Maternity Benefit Act, 1961.	L2	5	2
10.	Omit the objectives of the Child Labour (Prohibition & Regulation) Act, 1986.	L1	5	2

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

<i>Q.No</i>	<i>Questions</i>	<i>BLT</i>	<i>CO</i>	<i>Marks</i>
11.	a i Analyze the various approaches to Industrial Relations.	L4	1	8
	ii Simplify the role and functions of trade unions in India.	L4	1	8
	Or			
	b Examine the procedure for registration of trade unions for the modern world.	L4	1	16
12.	a i Inference the causes and impact of industrial disputes.	L4	2	8
	ii Categories the types of strikes with examples.	L4	2	8
	Or			
	b List the importance of labour welfare measures for unorganized workers.	L4	2	16

13.	a	i	Organize the origin and growth of labour legislations in India.	L3	3	8
		ii	Identify and discuss the objectives and provisions of the Payment of Wages Act, 1936.	L3	3	8
			Or			
	b		Apply the importance of the Payment of Bonus Act, 1965 in the digital era.	L3	3	16
14.	a		Critically analyse the Industrial Employment (Standing Orders) Act, 1946.	L4	4	16
			Or			
	b		Examine the importance of the Employee Compensation Act, 2013.	L4	4	16
15.	a		Explain the Contract Labour (Regulation & Abolition) Act, 1970.	L2	5	16
			Or			
	b		Interpret the objectives and provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.	L2	5	16