

BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT

(Autonomous Institute under Visvesvaraya Technological University, Belagavi)

USN Course Code **M B A H R 3 1 3**

Third Semester MBA Degree Examinations, February 2026

INDUSTRIAL RELATIONS & LABOUR LAWS**Duration: 3 hrs****Max. Marks: 100**

- Note:** 1. Answer any **FOUR** full questions from Question No. 1 to 7.
2. Question No. 8 is compulsory
3. Missing data, if any, may be suitably assumed

<u>Q. No</u>	<u>Question</u>	<u>Marks</u>	<u>(RBTL:CO:PO)</u>
1	a. Illustrate the causes of industrial unrest.	03	(3 :3 : 4)
	b. Explain the functions of industrial relations.	07	(4 :1 : 1)
	c. Determine the role of trade union in maintaining harmonious Industrial relations in organisation.	10	(4 :3 : 4)
2.	a. What do you understand by collective bargaining?	03	(3 :2 : 2)
	b. Describe the various techniques used in negotiation as part of collective bargaining.	07	(4 :1 : 1)
	c. Explain the rights of women workers listed in Indian constitution articles provisions.	10	(5 :4 : 4)
3.	a. Brief voluntary arbitration.	03	(3 :2 : 2)
	b. Explain the provisions related to welfare of workers as per Factories Act 1948.	07	(4 :3 : 4)
	c. Describe the deductions from wages as per payment of Wages Act.	10	(5 :5 : 3)
4.	a. What do you mean by human relations approach?	03	(3 :3 : 4)
	b. Explain the rights and privileges of a registered trade union.	07	(4 :1 : 1)
	c. List out the six types of benefits provided under Employee State Insurance 10 L3 CO4 Act.	10	(5 :5 : 3)
5	a. What is an Industrial dispute?	03	(3 :5 : 3)
	b. Describe the forms of workers participation in India.	07	(5 :5 : 3)
	c. Explain the Dunlop Model and Oxford Model of Industrial relations.	10	(5 :5 : 3)
6.	a. Define the term factory under the Factories Act of 1948.	03	(3 :2 : 2)
	b. Explain the importance of good employee relations in an Industry setting	07	(3 :2 : 2)
	c. Write a short note on (i) Strike (ii) Lay-off (iii) Lock out (iv) Retrenchment.	10	(5 :2 : 2)
7.	a. Define the term work committee.	03	(3 :4 : 3)
	b. Explain the working hours and leave provisions under the Factories Act.	07	(4 :3 : 4)
	c. Elucidate the salient features of sexual harassment of women at workplace Act of 2013. How does it ensure a safe working environment for women?	10	(5 :5 : 5)

8.

Case Study

EGL is professionally management company with a fair record labour management relation. Its headquarters are located in Nehru Place, New Delhi. It houses about in about 500 employees in three floors. One day a senior manager in human resources department observed that a few women employers were washing their hands after lunch at cooler in the third floor. The manager immediately reported the matter to his supervisor, who got a notice put up and circulated it to all employees. It read as follows: It was observed that some employees are washing their hands at the water cooler. Water cooler are for dispensing drinking water. They are not meant for cleaning hands and utensils. Appropriate action will be taken against any one seen washing their hands / utensils at the water coolers. The same evening a few employees barged into the concerned offices room and told him, with no wash rooms and washing basins in the third floor and no lift in the building, what else do you expect us to do? Use the stationery? Over the next two days more and more people started making liberal use of water cooler for the purpose of washing their hands and even utensils. The subject was discoursed over the next few days with Poison emotion and animosity.

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| a. | Is this the case of grievance or of indiscipline? Also identify the root cause of the problem. | 10 | (5 :5 : 2) |
| b. | Discuss the possible solution. | 10 | (5 :5 : 2) |

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