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Total No. of Pages: 02

Total No. of Questions: 10

**Master of Business Administration (Sem. – 3)**

**EMPLOYEE RELATIONS**

**Subject Code: MBA 932-18**

**M Code: 76899**

**Date of Examination : 10/1/2023**

**Time: 3 Hrs.**

**Max. Marks: 60**

**INSTRUCTIONS TO CANDIDATES:**

1. **SECTION-A** is **COMPULSORY** consisting of **EIGHT** questions carrying **TWO** marks each.
2. **SECTIONS-B** consists of **FOUR** Sub-sections : Units-I, II, III & IV. Student has to attempt any **ONE** question from each Sub-section carrying **EIGHT** marks each.
3. **SECTION-C** is **COMPULSORY** carrying **TWELVE** marks.

**SECTION-A**

1. Write short notes on the following:

- a) Concept of Industrial Relations
- b) Funds of a Trade Union
- c) Conciliation
- d) Layoff
- e) Social Assistance
- f) Bonus
- g) Disablement Benefit
- h) Agencies for Welfare Work

**SECTION-B**

**UNIT-I**

2. Explain the role of government in the system of industrial relations in India.
3. Discuss the safety and health provisions under the Factories Act, 1948.

**UNIT-II**

4. Explain the conciliation procedure in India.
5. Discuss various factors causing industrial disputes in India.

### UNIT-III

6. Explain the scope of social security for industrial workers in India.
7. What is gratuity? discuss the provisions regarding payment of gratuity.

### UNIT-IV

8. What is Provident Fund? Under what circumstances can a worker withdraw money from provident fund?
9. What do you understand by Labour welfare? How can it be classified? which agencies are involved for welfare work in India.

### SECTION-C

10. Read the following case and answer the questions given below the case:

Daljit was employed in the Star Mills as a tractor driver. His job was to carry the raw material from godown to the production hall. Daljit was 55 years of age and he joined Star Mills on 09.09.2005. He was drawing wages of Rs. 12000/-. His shift timings are about 2 pm to 9 pm. On August 7, 2013 after coming back from his place of employment at about 9pm he complained of severe chest pain. He was taken to the Dispensary from where he was taken to the District hospital where he was treated. Thereafter Daljit was referred to AIIMS, New Delhi. Mr. Daljit was a chronic Asthma patient. On 21st Sept 2013, he died at AIIMS. His wife claimed compensation. There was no report of any accident as the diseased was on his duty on August 7, 2013 and he completed his duty as usual.

- a) Explain the main issues in the above case.
- b) Analyze the claim of wife of Daljit in context of relevant acts.

**NOTE : Disclosure of Identity by writing Mobile No. or Marking of passing request on any paper of Answer Sheet will lead to UMC against the Student.**