

**BONAM VENKATA CHALAMAYYA INSTITUTE OF TECHNOLOGY & SCIENCE
(AUTONOMOUS)**

II-MBAII-Semester Model Paper (BR23), May - 2025

INDUSTRIAL RELATIONS AND EMPLOYMENT LAWS (MBA)

Time: 3 hours

Max. Marks: 70

PART - A Answer ONE Question from each UNIT (5 x 12 = 60 Marks)

All Questions Carry Equal Marks

PART - B Compulsory (1 x 10 = 10 Marks)

PART -A

| UNIT-I | | Marks | CO | BL |
|---------------|---|--------------|-----------|-----------|
| 1.a | Define industrial relations. Also discuss influencing factors of IR in enterprise | 6M | C225.1 | L1 |
| 1.b | Discuss recent trends in industrial realtions. | 6M | C225.1 | L2 |
| OR | | | | |
| 2.a. | Explain the meaning and significance of industrial relations. | 6M | C225.1 | L3 |
| 2.b. | Examine the causes of poor industrial relations in India. | 6M | C225.1 | L2 |

| UNIT-II | | Marks | CO | BL |
|----------------|---|--------------|-----------|-----------|
| 3.a) | What are the features of collective bargaining? | 6M | C225.2 | L1 |
| b) | What obstacles restrict the growth of collective bargaining in india? Explain. | 6M | C225.2 | L1 |
| OR | | | | |
| 4.a) | Explain the principles of collective bargaining. | 6M | C225.2 | L3 |
| b) | What are the ethical considerations in collective bargaining, particularly regarding workers' rights versus employer interests? | 6M | C225.2 | L2 |

| UNIT-III | | Marks | CO | BL |
|-----------------|---|--------------|-----------|-----------|
| 5.a) | Explain the concept of workers participation in management.in what form does WPM in management already exists in the Indian context and with what success | 6M | C225.3 | L1 |
| b) | Discuss causes and effects of grievances | 6M | C225.3 | L2 |
| OR | | | | |
| 6.a) | What is the process for creating and implementing standing orders in an organization? | 6M | C225.3 | L1 |
| b) | Explain the elements and levels of employee engagement | 6M | C225.3 | L2 |

| UNIT-IV | | Marks | CO | BL |
|----------------|--|--------------|-----------|-----------|
| 7.a) | Discuss principles and approaches of labour welfare | 6M | C225.4 | L3 |
| b) | Explain in detail the structure and functions of ILO | 6M | C225.4 | L2 |
| OR | | | | |
| 8.a) | Explain the importance of labour welfare officer in the present scenario | 6M | C225.4 | L1 |
| b) | What are extramural and intramural labour welfare programmes? | 6M | C225.4 | L2 |

| UNIT-V | | Marks | CO | BL |
|---------------|--|--------------|-----------|-----------|
| 9.a) | Discuss objectives and principles of labour legislation? | 6M | C225.5 | L2 |
| b) | Explain the salient features of trade unions Act 1926? | 6M | C225.5 | L2 |

| OR | | | | |
|-------|--|----|--------|----|
| 10.a) | Explain various rules of minimum wages Act regarding working hours or normal working day? | 6M | C225.6 | L1 |
| b) | Describe various principles governing compensation mentioned in workmen's compensation act 1923. | 6M | C225.6 | L3 |

PART – B

| CASE STUDY | | Marks | CO | BL |
|------------|---|-------|--------|----|
| 11 | <p>Bhaskar usually comes to work in a drunken state. On one such occasion his immediate supervisor sent him home with another man, intending to speak to him later when he is sober. Next day, once again under the influence of alcohol, Bhaskar picked up a high pressure hose and throw it on the face of his supervisor. The company dismissed him for intoxication, insubordination, assault with a deadly weapon and violation of company rules and regulations. The union did not deny the rude behavior of Bhaskar. However, it pointed out that (a) he was having trouble with his wife, (b) his record was otherwise excellent, (c) on the earlier occasion, he was sent home without even warning, and (d) in other cases o drunkenness that occurred this year the men were referred to Alcoholics Anonymous. The contention of the management was: (a) Bhaskar has had no previous record of indiscipline but his work has not been good, either, (b) Bhaskar was in no condition to appreciate a warning on the first day, (c) the en referred to Alcoholics Anonymous were quiet drinkers and had never indulged in major violation of company safety rules.</p> <p>Questions:</p> <ol style="list-style-type: none"> 1. Suggest suitable measures to tackle the problem 2. Was the company's position correct? | 10M | C225.5 | L4 |
