

Course Code: 23MB4EH01
BONAM VENKATA CHALAMAYYA INSTITUTE OF TECHNOLOGY &
SCIENCE(AUTONOMOUS)

II –MBAIL-Semester Regular Examinations (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

1. What is the concept of Industrial Relations? Explain the scope of Industrial Relations.

Marks

CO

BL

12M

C225.1

L2

OR

2. What is Collective Bargaining? Explain the Process of Collective Bargaining.

12M

C225.1

L2

UNIT-II

3. Describe the causes of Grievances. Explain the Grievances Redressal Machinery

Marks

CO

BL

12M

C225.2

L3

OR

4. What is the concept of employee engagement? Explain various elements of employee engagement?

12M

C225.2

L3

UNIT-III

- 5.a) Describe the principles of labour welfare.
b) Explain various approaches labour welfare.

Marks

CO

BL

6M

C225.3

L3

6M

C225.3

L2

OR

6. Discuss Statutory and non-statutory, extra mural and intra mural Labour welfare programmes.

12M

C225.3

L2

UNIT-IV

7. What are the important provisions of Indian Factories Act 1948? Explain.

Marks

CO

BL

12M

C225.4

L3

OR

8. Describe the salient features of Industrial Disputes Act 1947,

12M

C225.4

L4

UNIT-V

9. What are the provisions given to employees under Minimum wages Act 1948

Marks

CO

BL

12M

C225.5

L3

OR

10. Explain the important features of Employees Provident Fund and Miscellaneous Provisions Act 1952

12M

C225.5

L3

PART – B

CASE STUDY

Marks CO BL

- 11 Steel Works Ltd., a large steel manufacturing company in Pune, faced a dispute when workers demanded better working conditions and higher wages. The workers were organized under the Steel Workers Union, which was registered under the Trade Unions Act, 1926. When the management refused to address the grievances, the union organized a strike. The union demanded a raise in the minimum wage and improved safety standards. The company initially ignored the union's demands, but after the strike escalated, they agreed to engage in conciliation. A settlement was reached under the guidance of the Labour Commissioner, and the union's efforts resulted in higher wages, improved work conditions, and better safety protocols. The case highlights how trade unions, as per the Trade Unions Act, protect workers' rights and mediate disputes between employees and employers.

10M

C225.4

L5

Questions:

1. How did the Trade Unions Act 1926 protect the rights of workers in this case?
2. What are the key roles of trade unions in managing industrial relations and resolving disputes?
