

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

II –MBA II-Semester Regular Examinations (BR23)), May - 2026

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.	What is the concept of Industrial Relations? Discuss various influencing factors of industrial Relations an organisation	12M	C225.1	L1
OR				
2.	Define Collective Bargaining? Explain the characteristics and importance of collective Bargaining.	12M	C225.1	L1
UNIT-II		Marks	CO	BL
3.a.	Describe the causes of Grievances in an organisation.	6M	C225.2	L3
b.	Explain the Grievances Redressal Mechanism.	6M	C225.2	L2
OR				
4.	Define the concept of Employee Engagement? Explain various factors and levels of Employee Engagement?	12M	C225.2	L1
UNIT-III		Marks	CO	BL
5.a)	Describe the principles of labour welfare.	6M	C225.3	L4
b)	Explain various approaches of labour welfare.	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		Marks	CO	BL
7.	Explain the health, safety, and welfare provisions under the Factories Act, 1948.	12M	C225.4	L3
OR				
8.	Describe the types of strikes under the Industrial Disputes Act, 1947, and their legal status.	12M	C225.4	L4
UNIT-V		Marks	CO	BL
9.	Compare the provisions of Payment of Wages Act, 1936 and the Minimum Wages Act, 1948.	12M	C225.5	L4
OR				
10.	Explain the important features of Employees Provident Fund and Miscellaneous Provisions Act 1952	12M	C225.5	L1

PART - B

CASE STUDY

Marks CO BL

- 11 Tech Fab Industries in Hyderabad employed 300 workers, including many contract labourers. The company violated the Factories Act, 1948 by enforcing 12 hour shifts without proper safety measures. Workers lacked protective gear, clean drinking water, and rest facilities. Contract workers were paid below minimum wage, breaching the Contract Labour Act, 1970 and Minimum Wages Act, 1948. After repeated complaints, workers formed a union under the Trade Unions Act, 1926. When management retaliated by suspending union leaders, workers went on strike. The strike was addressed under the Industrial Disputes Act, 1947, leading to arbitration. Authorities ordered Tech Fab to comply with safety, wage, and welfare regulations. The company also faced penalties under the new Labour Codes. This case highlights the importance of compliance and proactive HR practices.

10M C225.4 L5

Questions:

1. Which labour laws were violated by Tech Fab Industries and what were the consequences?
2. How can effective HR policies prevent such labour disputes in the future?
