Seat No: _____ Enrolment No: _____

PARUL UNIVERSITY

FACULTY OF MANAGEMENT

MBA, Winter 2018-19 Examination

Semester: 3 **Date: 27/10/2018**
Subject Code: 06202201 **Time: 02:00pm to 04:30pm**
Subject Name: Labour Legislation-1 **Total Marks: 60**

Instructions:
1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as Directed.

(A) MULTIPLE CHOICE QUESTIONS: (One Mark Each) **(05)**

1. Which category does the contract Labour act, can be classified into _____ .
   a) Industrial Relations Act b) Welfare Act
   c) Social Security Act d) Commercial Act
2. The payment of wages act is applicable to _____
   a) Whole of India b) India except J & K
   c) Only to J&K d) Only limited to factories
3. One of the objectives of The Contract Labour (Regulation & Abolition) Act 1970 is to _____ contract employees.
   a) Increase b) Decrease c) Promote d) Develop
4. The law requires minimum _____ workers to form a trade union.
   a) 10 b) 15 c) 21 d) 7
5. No employer can pay less than the _____ to any employee.
   a) Agreed wages b) Trade Union demand
   c) Earnings d) Minimum Wag

Q.1 (B) Define the following. (One Mark Each) **(05)**

1. Define grievance.
2. Define closure.
3. What do mean by Collective bargaining?
4. Define Retrenchment.
5. Define lockout.

Q.1 (C) Direct questions. **(05)**

1. Mention types of grievance handling.
2. What do you mean by penalty?
3. What is bipartite?
4. What is the meaning of a respondent?
5. What do you mean by collective bargaining?

Q.2 Answer the following:

A) What is an industrial dispute? Write down the causes of poor industrial relations? **(07)**

B) Write a note on Contract Labour Act. **(08)**

Q.3 Answer the following:

A) What are 'Unfair Labour Practices'? Enumerate the Unfair Labour Practices under the Industrial Dispute Act. **(07)**

B) Why do employees join trade unions and what are the shortcoming of trade union? **(08)**

Q.4 Attempt <u>any two</u> questions. (Each of 7.5 mark) **(15)**

1. Write a note on domestic enquiry.
2. What is the scope and objectives of Industrial Employment (Standing Orders) Act, 1946? And briefly discuss how it is certified.
3. Write a note on Factories Act.
4. Write about Growing Incidences of Unfair Trade Practices in India with examples.