

SECTION—C

5. Johnson Fabrics is a medium scale industry employing about 1300 direct and indirect employees. Company has managed for not letting form any union. Every year company earns good amount of profit but company spends very less amount on providing facilities to workers. Because of hazardous working conditions employees are meeting with accidents frequently. But as there is no union, company is taking the advantage of it. Some of the workers decided to meet management and took the issue seriously. You are HR expert and running your own consultancy, so the group of workers came to you for guidance and advise :

- (i) Keeping in mind the provisions under the Factories Act guide them for better health and welfare facilities and way to taking issue with management. 7
- (ii) As it is hazardous company and having a record of frequent accidents, also advise them how they can take safety issue with management. 7

AQ-1355A

M.B.A. (Semester – III) Examination HUMAN RELATIONS AND LEGAL FRAMEWORK

Time—Three Hours]

[Full Marks—70

N.B. :— (1) Attempt ALL questions.

(2) Figures to the right indicate full marks.

SECTION—A

1. (A) Discuss emergence and present scenario of Labour Laws in India. 14

OR

- (B) Explain in detail need of labour laws in present socio-economic environment. 14

SECTION—B

2. (A) Explain the causes of industrial disputes under Industrial Dispute Act 1947. 7
- (B) Mr. Amol an employee of industrial organisation was continuously late on duty since six months. He has been continuously using organisations telephone and

other belongings for his personal use. After repeated warnings he entertained outsiders during working hours. He was repeatedly under performer since last 12 months. As an HR Manager how will you understand his behaviour ? 7

OR

(C) Discuss the objectives of Trade Union Act 1926. 7

(D) A trade union declared a strike which was subsequently declared as illegal. The management filed a civil suit against the union for the damages caused during the period of the strike to the volume of production.

Analyse the above scenario in the light of its legal consequences. 7

3. (A) Explain the term 'gratuity'. Discuss important features of the payment of Gratuity Act 1972. 7

(B) Akash wants to repay a loan taken from Bank. For this he plans to withdraw some amount from his Provident Fund. Can he be liable for getting amount for this purpose ? Justify your answer by discussing particular provision of Employee Provident Fund Act. 7

OR

(C) Discuss the general provisions of the Employees State Insurance Act 1948. 7

(D) A woman employee was on maternity leave. Due to urgency of work the employer asked her to join duty immediately only fifteen days before she had a delivery. She refused to join. The employer threatened her and pressurised her and asked her to resign. She refused to resign. Analyse the above case in a wake of the Maternity Benefit Act. 7

4. (A) Explain the general provisions of the payment of Bonus Act 1965. 7

(B) An employer imposes a fine on an employee and deducts it from his wages. What provisions of the payment of Wages Act does he violate and what is the remedy available to the employee ? 7

OR

(C) State the general provisions of Minimum Wages Act. 7

(D) Rana Pharma is a medium scale company. Company used to give bonus to its employees regularly. But from last three years company is making loss still two years company managed to give bonus. This year company refused to give bonus. Workers are pressing the management and planning to go to labour court. Can workers go to court ? Give your views. 7