

TILAK MAHARASHTRA VIDYAPEETH, PUNE
MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: DECEMBER - 2024
SEMESTER - III
Sub.: Labour Laws & Industrial Relations (MHRM 306)

Date : 17/12/2024	Total Marks : 60	Time: 10.00 am To 12.30 pm
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Instructions: 1) All questions are compulsory.
2) Figures to the right indicate full marks.

- Q. 1. Write Short notes on (Any Three) (15)**
1. Forfeiture of Gratuity
 2. Retrenchment under Industrial Act
 3. Differentiate between 'Strike' and 'Lock out'
 4. Provisions related to Registration and cancellation of trade union
 5. Minimum and maximum bonus
- Q. 2. Answer in detail (Any One) (10)**
1. Nomination of Gratuity
 2. Define 'Industry.' Discuss the different forms of Industrial dispute
- Q. 3. Answer in detail (Any One) (10)**
1. Explain the provisions of Minimum Wages Act relating to:
Its scope and object
Fixation of minimum wages
Authorities
 2. Discuss the concepts related to bonus under the Payment of Bonus Act
- Q. 4. Answer in detail (Any One) (10)**
1. Define 'Wages.' Discuss the object and various kinds of authorized deductions from wages that are permissible under Payment of wages act, 1936.
 2. Explain when is gratuity payable. What are the provisions regarding payment of gratuity to employees under the Payment of Gratuity Act, 1972?
- Q. 5. The Case (15)**
- The case involves a dispute between the Indian General Navigation and Railway Co. Ltd. (the Company) and its workers at Dhubri, Assam. In October 1986, the unions demanded a 20% bonus and two months' average wages as ex gratia for the year 1984-85, which the Company rejected. This led to acts of indiscipline by the workers, including go-slow tactics and refusal to work overtime. The Company dismissed eight employees for obstructing work, after giving them an opportunity to be heard. On 15.11.1986, both unions served strike notices, and despite conciliation efforts, no

settlement was reached. On 26.11.1986, workers went on strike, forcibly entering the company's premises and obstructing loyal workers. The Company declared a lockout on 27.11.1986, while the District Magistrate issued an order to maintain law and order. The unions called off the strike on 10.12.1986, and the Company lifted the lockout on 15.12.1986.

Afterward, the Company dismissed workers who had obstructed loyal workers. On 21.12.1986, 37 workers were convicted for violating the District Magistrate's order, and they were dismissed the following day. The dispute involved issues of industrial action, dismissals, and lockouts, which could be subject to adjudication under the Industrial Disputes Act.

Questions:

1. Are the workmen entitled to wages for the period of strike and lock-out.
2. Is the order of dismissal made by the Company on 22.12.1986, a day after the conviction by the District Magistrate, legal.
3. What is the remedy open to workmen aggrieved by the order of dismissal by the Company under the Industrial Disputes Act, 1947?
