

TILAK MAHARASHTRA VIDYAPEETH, PUNE
BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)
EXAMINATION: MAY- 2025
SEMESTER - VI

Sub.: Industrial Relations & Labour Laws (BBA15-HR-613)

Date : 23/05/2025

Total Marks : 60

Time: 10.00 am to 12.30pm

- Instructions:** 1) All questions are compulsory.
 2) Figures to the right indicate full marks.

Q. 1. Choose the most appropriate option. (05)

1. The Industrial Disputes Act, 1947 primarily deals with _____.
 a) Provident Fund for employees b) Regulation of wages in industries
 c) Investigation and settlement of industrial disputes. d) Health and safety standards in factories.
2. First Come Last Go is the principle for _____.
 a) Layoff b) Strike
 c) Retrenchment d) Lockout
3. Under the Factories Act, 1948, for a factory employing 1000 or more workers, it is mandatory to appoint a _____.
 a) Welfare Officer b) Safety Officer
 c) Both (a) and (b) d) Personnel Manager
4. Which of the following is NOT a primary objective of the Factories Act, 1948
 a) To regulate working hours in factories b) To ensure safety of workers in factories
 c) To promote industrial disputes resolution. d) To provide for welfare amenities for workers.
5. _____ means no man shall be condemned unheard and be the judge in his own cause
 a) Domestic Enquiry b) Principles of Natural Justice
 c) Open Door Policy d) None of these

Q. 2. State True / False (05)

1. The Board of Conciliation is a Tripartite (Three parties) Body.
 a) True b) False
2. The maximum daily hours of work for an adult worker in a factory, as per the Factories Act, 1948, is 9 hours.
 a) True b) False
3. Lay-off compensation is payable to a workman under the Industrial Disputes Act, 1947, even if the lay-off is due to a natural calamity.
 a) True b) False
4. The certified standing orders are bound on both employers and employees
 a) True b) False
5. A "workman" under the Industrial Disputes Act, 1947, includes a person employed mainly in a managerial or administrative capacity.
 a) True b) False

Q. 3. Write Short notes on (Any Three) (15)

1. Factories and its objectives
2. Strike
3. Concept of Lay off
4. Trade Union and its Features
5. Domestic Enquiry

Q. 4. Answer in detail (Any Two) (20)

1. Is it important to maintain the Health and Safety of workers in a factory. Discuss the provisions related to the Health and Safety of Workers as per the Factories Act, 1948.?
2. Explain the importance of Collective Bargaining and also discuss in detail the concept of collective bargaining along with its types.
3. Explain various machineries for settlement of Industrial Disputes under the Industrial Disputes Act, 1947?
4. What is the concept of Industrial Relation and explain whether it is necessary to maintain the business of the organization.

Q. 5. Case study (15)

Deepak Plastic Industry is well-known for manufacturing of plastic bottles of all types. The employees of the industry were having a trade union. One fine day trade union leader came and started demanding some benefits to the employer. But employer was in the opinion that he was providing good benefits or facilities so there is no need to provide extra facilities.

Union demands were.--

- 1] Not to cut the wages for late coming.
- 2] Working hours should be 8 hours only a day and anything over this time should be paid for overtime on hourly basis.
- 2] Lunch break should be given after four hours of work of the day.
- 3] Confidential matters can be discussed with the Management directly.

Questions :

- i) Are the demands valid?
- ii) As a management person how will you deal with the matter?
- iii) As a Trade union leader what will you do?