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MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: MAY - 2025
SEMESTER - III

Sub.: Labour Laws & Industrial Relations (MHRM 306)

Date : 29/05/2025

Total Marks : 60

Time: 10.00 am To 12.30 pm

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

- Q. 1. Write Short notes on (Any Three) (15)**
1. Layoff
 2. Trade Union
 3. Objects of Minimum Wages Act
 4. Eligibility of Bonus
 5. Payment of Gratuity
- Q. 2. Answer in detail (Any One) (10)**
1. What is Industrial Disputes? Explain in detail remedies available as per Industrial Dispute Act.
 2. Explain the process of registration of Trade Union.
- Q. 3. Answer in detail (Any One) (10)**
1. What are the rules of fixation of minimum wages?
 2. What is eligibility criteria for Bonus payment?
- Q. 4. Answer in detail (Any One) (10)**
1. What is Nomination of Gratuity as per Payment of Gratuity Act?
 2. Who are the authorities involved in Minimum Wages Act?
- Q. 5. The Case (15)**
- Navanath Manufacturing Pvt. Ltd. is a mid-sized manufacturing company with 60 employees. The company has been making steady profits over the last five years. However, during the latest financial year, due to economic downturns, the company's net profit declined significantly. Despite the reduced profit, the company did not report any losses.
- At the end of the financial year, employees expected their statutory bonus under the Payment of Bonus Act, 1965. However, the management announced that no bonuses would be paid due to the company's financial condition.
- A group of employees, led by their union, filed a complaint with the labor department, stating that they are entitled to a minimum bonus under the Act. The management argues that since the profits were low, they are not in a position to distribute bonuses.
- Questions:**
1. Is Navanath Manufacturing Pvt. Ltd. legally obligated to pay a bonus to its employees? Why or why not?
 2. What is the minimum percentage of bonus that the company must pay under the Payment of Bonus Act, 1965?
 3. Can the company be exempted from paying a bonus in this situation? Under what conditions?