

TILAK MAHARASHTRA VIDYAPEETH, PUNE
MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: DECEMBER - 2025
SEMESTER - III

Sub.: Labour Laws & Industrial Relations (MHRM 306 / MBA24-HRM305)

Date : 29/12/2025

Total Marks : 60

Time: 2.00 pm To 4.30 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. Objectives of the Industrial Disputes Act
 2. Appropriate Government
 3. Differentiate between strike and lockout
 4. Fixation of minimum wages
 5. Payment of Bonus Act
- Q.2. Answer in detail (Any One) (10)**
1. Differentiate between registered and unregistered trade unions. Analyze one reason why employees join trade unions
 2. Mention the basic requirement for registering a trade union. When can a trade union's registration be cancelled?
- Q.3. Answer in detail (Any One) (10)**
1. Justify the statement 'it necessary to fix minimum wages'? State the impact of low wages on workers.
 2. Describe who is eligible for bonus. What does 'disqualification from bonus' mean?
- Q. 4. Answer in detail (Any One) (10)**
1. Why gratuity is considered a long-term benefit? Explain how gratuity is calculated in simple terms.
 2. Discuss 'Trade Dispute' under the Trade Union Act? What are the rights of a registered Trade Union?
- Q.5. (15)**
- At Orion Manufacturing Pvt. Ltd., the management recently shifted its production unit from the old location in the city to a new industrial site nearly 25 kilometers away. While the relocation was intended to increase production capacity, it created unexpected challenges for employees who now struggled with long travel distances and rising commuting expenses. For the past two months, employee representatives had repeatedly requested the management to arrange a transport facility, such as a company bus or shuttle service, to ease their daily travel. Although the management acknowledged the issue, no concrete steps were taken to implement the facility. Discussions were postponed several times, leaving employees frustrated and unheard. Eventually, the situation escalated. Feeling ignored and burdened by the additional travel cost and time, a majority of the workers declared a strike, demanding immediate action. Production came to a halt as employees gathered outside the new premises holding placards. The HR team tried to negotiate, but employees insisted that the management first commit to providing transportation. With neither side ready to compromise, the tension continued to rise. No formal settlement had been reached, and the strike remained ongoing, leaving the management concerned about operational losses and employee unrest.
- Questions:**
1. Was the strike justified under the Industrial Disputes Act based on the employees' unmet demands?
 2. What steps should the management have taken earlier to prevent the situation from escalating into a strike?
 3. Elaborate negotiation or conciliation methods can be used to resolve the strike and resume operations?