

TILAK MAHARASHTRA VIDYAPEETH, PUNE
BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)(071)**EXAMINATION: MAY - 2026****SEMESTER - V****Sub.: Industrial Relations (BBA23-514-HRM)****Date : 26/05/2026****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. Choose the most appropriate option. (05)

1. Industrial Relations primarily deals with the relationship between
 - a) Government and society
 - b) Employer and employee
 - c) Banks and customers
 - d) Students and teachers
2. Which of the following is a major stakeholder in IR?
 - a) Customers
 - b) Media
 - c) Trade unions
 - d) NGO
3. Government influences IR through
 - a) Games
 - b) Labour laws
 - c) Tourism
 - d) Fashion
4. Which of the following is the importance of Industrial Relations?
 - a) Increases conflict
 - b) Creates job dissatisfaction
 - c) Reduces productivity
 - d) Promotes industrial peace
5. The Act mandates cleanliness under
 - a) Hygiene provisions
 - b) Political provisions
 - c) Marketing provisions
 - d) Education provisions

Q. 2. State True / False (05)

1. Collective bargaining helps in reaching agreements
 - a) True
 - b) False
2. Industrial Relations aims to reduce cooperation
 - a) True
 - b) False
3. The occupier is responsible for factory safety.
 - a) True
 - b) False
4. A positive employer-employee relationship results in more strikes.
 - a) True
 - b) False
5. The minimum age for working in a factory is 10 years.
 - a) True
 - b) False

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

1. Role of Government in IR
2. Hygiene Standards
3. Gratuity
4. Steps to resolve conflict
5. Challenges of IR

Q. 4. Answer in detail (Any Two)

(20)

1. What is Industrial Relations? How does it help to influence the Employer-Employee Relationships?
2. Who are the various stakeholders in IR? Discuss the responsibilities of employer under industrial relations.
3. Define Factories act. What are the various Safety Measures under factories act 1948.
4. What are the current trends in IR? How has globalization impacted IR?

Q. 5. Case study

(15)

At a manufacturing unit, workers on the evening shift complained to the union that the new 6pm to 2am timing clashed with the last bus service from the MIDC area. Many workers were forced to use expensive private transport, cutting down in their wages. Attendance dropped and workers threatened a slowdown. The employer argued that the shift was needed to meet export deadlines.

Questions:

1. If you were the HR of this company, how would you resolve the problem?
 2. Can the existing shift timings be negotiated by adjusting the manpower or timing or workload?
 3. Can you suggest a low cost but practical approach?
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